

EEO-1 Reporting

Our Commitment

Republic Services has long been a leader in sustainability, backed by a strong commitment to transparency and disclosure. This continues with our EEO-1 report, which is a globally recognized inclusion and diversity disclosure.

Republic Services is committed to maintaining a people-centered and inclusive culture, where individuals from all backgrounds can come to work, achieve their aspirations and improve their communities.

We are dedicated to maintaining an environment where all people feel safe, respected and valued. As a leader in the environmental services industry, our goal is to provide the best customer experience possible, and we believe inclusion and diversity is foundational.

Through our inclusive culture and diverse workforce, we better serve our communities and provide sustainable solutions for future generations to enjoy a cleaner, safer and healthier world.

Our Culture

Inclusion and diversity have always been part of Republic's core values, as outlined in our Mission of Supporting an Inclusive Culture (MOSAIC). The name MOSAIC represents each of our individual strengths and capabilities

coming together to create a culture with the best people from all backgrounds, just as individual tiles come together to form one picture.

The MOSAIC Council serves as the compass of our mission. This diverse group of leaders serves as ambassadors and thought partners for inclusion and diversity. This enables us to continue to develop new strategies and activities that are tied to the needs of our employees, customers and business with the goal of creating an even more inclusive work environment and diverse workforce.

We strive to bring employees together to provide opportunities for open and powerful conversations. One way we're doing this is through our Business Resource Groups, which include Unidos (United), Black Employee Network, Women of Republic and V.A.L.O.R. (Veterans, Advocacy, Learning, Outreach and Recruiting). These networks help drive awareness and allyship among our team members.

“The most diverse teams are the highest performing teams. Having a broad range of ideas and perspectives best serves our customers.”

Jon Vander Ark
President and Chief Executive Officer

Our Progress

We continue to take bold steps to attract and hire talented people who bring broadly diverse perspectives, skills and experiences to our teams and reflect the communities in which we live and work. We are proud that our frontline workforce closely represents the demographics of the markets we serve, and we continue to pursue improvement in representation of diverse groups across all levels at Republic.

As of 2020, nearly half of our workforce – 47% – is ethnically diverse, with women making up 19% of the

workforce. Among our leadership, women represent 25% of executive management roles, which include Executive Vice President, Senior Vice President and Area President, and ethnic minorities make up 13%. Across all management levels, women make up 23% of managers, while 26% of managers are ethnically diverse.

As we continue to grow, we are focused on maintaining a high-performing workforce that is diverse, engaged and well-prepared to meet the needs of our customers and communities.



EQUAL EMPLOYMENT OPPORTUNITY
2020 EMPLOYER INFORMATION REPORT EE0-1
Consolidated Report

REPUBLIC SERVICES INC.
 18500 N ALLIED WAY
 PHOENIX, AZ 85054
 c. EIN = 650716904

NAICS: 562219 – Other Nonhazardous Waste Treatment and Disposal

Job Categories	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	0	0	21	2	0	1	0	0	7	0	0	1	0	0	32
First/Mid Officials & Mgrs	338	106	2,216	300	6	47	9	32	618	87	4	35	2	16	3,816
Professionals	41	30	283	26	0	50	1	5	224	23	0	50	0	18	751
Technicians	4	0	31	5	0	1	0	1	1	0	0	0	0	0	43
Sales Workers	117	242	614	136	1	15	4	28	796	461	6	24	7	49	2,500
Administrative Support	173	455	431	103	4	16	7	17	1,584	362	16	41	7	64	3,280
Craft Workers	795	4	2,027	312	5	42	32	55	10	3	0	0	1	2	3,288
Operatives	4,521	82	8,416	3,663	59	112	69	173	184	237	0	1	5	10	17,532
Laborers & Helpers	936	256	685	770	6	37	14	39	63	85	6	35	3	6	2,941
Service Workers	0	0	8	0	0	0	0	0	0	0	0	0	0	0	8
Total	6,925	1,175	14,732	5,317	81	321	136	350	3,487	1,258	32	187	25	165	34,191
Previous Year Total	7,049	1,233	15,114	5,680	80	319	122	363	3,570	1,350	31	177	28	173	35,289

DATES OF PAYROLL PERIOD: 12/17/2020 – 12/31/2020