



Sustainability in Action

## 2021 | 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 Services' 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

In 2021, we made meaningful strides to advance the representation of women and ethnic minorities in our workforce, especially in management positions. The number of women in executive or senior management roles increased by 3 percentage points, and ethnic minorities in all management roles increased 1 percentage point over the prior year.

As of 2021, nearly half of our workforce – 47% – is ethnically diverse, with women making up 20% of the workforce. Among our leadership, women represent 28% 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 27% of managers are ethnically diverse.

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 Services.



**EQUAL EMPLOYMENT OPPORTUNITY**  
**2021 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	20	2	0	1	0	0	8	0	0	1	0	0	32
First/Mid Officials & Mgrs	389	126	2,352	345	6	59	10	37	648	97	3	37	2	17	4,128
Professionals	59	42	326	27	0	49	0	10	238	33	0	58	1	14	857
Technicians	6	0	38	2	1	1	0	0	3	0	0	0	0	0	51
Sales Workers	135	310	631	159	0	15	4	28	921	672	15	24	14	76	3,004
Administrative Support	180	462	449	97	3	22	6	16	1660	370	17	44	11	67	3,404
Craft Workers	874	10	2,060	411	10	49	43	65	31	10	0	0	1	3	3,567
Operatives	4,769	86	8,730	3,810	66	122	107	198	193	256	3	2	9	16	18,367
Laborers & Helpers	884	211	714	736	5	24	22	38	77	63	3	32	2	6	2,817
Service Workers	0	0	8	0	0	0	0	0	0	0	0	0	0	0	8
<b>Total</b>	<b>7,296</b>	<b>1,247</b>	<b>15,328</b>	<b>5,589</b>	<b>91</b>	<b>342</b>	<b>192</b>	<b>392</b>	<b>3,779</b>	<b>1,501</b>	<b>41</b>	<b>198</b>	<b>40</b>	<b>199</b>	<b>36,235</b>
<b>Previous Year Total</b>	<b>6,925</b>	<b>1,175</b>	<b>14,732</b>	<b>5,317</b>	<b>81</b>	<b>321</b>	<b>136</b>	<b>350</b>	<b>3,487</b>	<b>1,258</b>	<b>32</b>	<b>187</b>	<b>25</b>	<b>165</b>	<b>34,191</b>

DATES OF PAYROLL PERIOD: 12/17/2021 – 12/31/2021