

# 2022 EEO-1 Reporting



Sustainability in Action

## 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 nationally recognized inclusion and diversity disclosure.

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

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.

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, VALOR (Veterans, Advocacy, Learning, Outreach and Recruiting), and our newest BRG, PRISM (Pride, Raising awareness, Involvement, Support and Mentorship). These communities help drive awareness and allyship among our team members.

## Our Progress

We believe that the most diverse teams are the highest-performing teams. Having a broad range of ideas and perspectives enables us to best serve our customers.

We're proud that our frontline workforce closely represents the communities we serve. As of 2022, nearly half of our total workforce - 47% - is racially/ethnically diverse.

We are committed to continuing to increase our diversity in leadership positions, defined as supervisor and above, to 50% by 2030, and we continue to make progress. As of 2022, 45% of our leaders were women and/or racially or ethnically diverse.

We continue to take bold steps to attract and retain talented people who bring broadly diverse perspectives, skills and experiences to our teams and reflect the communities in which we live and work. And in all instances, we also ensure that we always hire/promote the most qualified individual for each role.

“ 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

**EQUAL EMPLOYMENT OPPORTUNITY**  
**2022 EMPLOYER INFORMATION REPORT EEO-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	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaska Native		Two or More Races
Exec/Sr. Officials & Mgrs	1	0	19	2	1	0	0	0	7	0	0	0	0	0	30
First/Mid Officials & Mgrs	438	159	2,732	373	64	11	17	46	827	107	51	5	5	29	4,864
Professionals	76	69	436	45	56	0	0	19	347	37	58	0	2	18	1,163
Technicians	88	10	229	42	6	4	5	7	57	14	0	0	0	1	463
Sales Workers	130	330	640	157	15	0	5	27	951	696	27	11	15	85	3,089
Administrative Support	220	540	492	106	18	3	7	25	1,910	422	46	13	19	68	3,889
Craft Workers	882	8	2,067	380	53	15	41	71	16	1	0	0	0	1	3,535
Operatives	5,366	126	9,492	4,234	147	77	137	225	248	298	2	1	10	13	20,376
Laborers & Helpers	961	194	722	729	23	13	23	42	70	53	34	2	4	3	2,873
Service Workers	4	1	12	1	0	0	0	0	1	0	0	0	0	0	19
<b>Total</b>	<b>8,166</b>	<b>1,437</b>	<b>16,841</b>	<b>6,069</b>	<b>383</b>	<b>123</b>	<b>235</b>	<b>462</b>	<b>4,434</b>	<b>1,628</b>	<b>218</b>	<b>32</b>	<b>55</b>	<b>218</b>	<b>40,301</b>
<b>Previous Year Total</b>	<b>7,296</b>	<b>1,247</b>	<b>15,328</b>	<b>5,589</b>	<b>342</b>	<b>91</b>	<b>192</b>	<b>392</b>	<b>3,779</b>	<b>1,501</b>	<b>198</b>	<b>41</b>	<b>40</b>	<b>199</b>	<b>36,235</b>

DATES OF PAYROLL PERIOD: 12/17/2022 – 12/31/2022