

# 2022 Preliminary EEO-1 Reporting

This report does not represent our official 2022 EEO-1 filing due to the EEOC's postponed filing date.



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 PRELIMINARY EMPLOYER INFORMATION REPORT EE0-1**  
**Consolidated Report**

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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	1	0	19	2	0	1	0	0	7	0	0	0	0	0	30
First/Mid Officials & Mgrs	440	159	2,734	373	11	64	17	46	827	107	5	51	4	29	4,867
Professionals	76	69	436	45	0	56	0	19	347	37	0	57	2	18	1,162
Technicians	89	10	229	43	4	6	5	7	57	14	0	0	0	1	465
Sales Workers	130	330	640	157	0	15	5	27	951	696	11	27	15	85	3,089
Administrative Support	220	540	492	106	3	18	7	25	1,910	422	13	46	19	68	3,889
Craft Workers	882	8	2,067	380	15	53	41	71	16	1	0	0	0	1	3,535
Operatives	5,366	126	9,492	4,235	78	147	137	225	248	298	1	2	10	13	20,378
Laborers & Helpers	962	194	722	729	13	23	23	42	70	53	2	34	4	3	2,874
Service Workers	4	1	12	1	0	0	0	0	1	0	0	0	0	0	19
<b>Total</b>	<b>8,170</b>	<b>1,437</b>	<b>16,843</b>	<b>6,071</b>	<b>124</b>	<b>383</b>	<b>235</b>	<b>462</b>	<b>4,434</b>	<b>1,628</b>	<b>32</b>	<b>217</b>	<b>54</b>	<b>218</b>	<b>40,308</b>
<b>Previous Year 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>

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