



*Solutions for Our Blue Planet<sup>®</sup>*  
2017 Sustainability Report



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*This Report reflects year-end 2017 results, unless otherwise noted.*

This Report reflects Republic's work in our **five elements of sustainability:**



# Our Blue Planet

We believe in the preservation of our Blue Planet... a cleaner, safer and healthier world where people thrive — not just for today, but for generations to come. We are guardians of our environment and have a responsibility to regenerate our planet with the materials we are entrusted to handle every day by driving increased recycling, generating renewable energy and helping our customers to be more resourceful. We must lead by example, working diligently to improve our relationship with the environment and society through decreased vehicle emissions, innovative landfill technologies, use of renewable energy, community engagement and employee growth opportunities. We are privileged to serve more than 14 million customers in 240 markets across the country, creating effortless experiences that support their evolving needs and honor their unique commitments to improving their communities.



**14M**  
**Customers**

**240**  
**Markets**



**We embody the Five R's  
on the Republic Star:**

**Respectful**      **Resourceful**  
**Responsible**    **Relentless**  
**Reliable**

Our employees thrive in an atmosphere where safety is our top priority and each person can be a compassionate steward of our Blue Planet. We're committed to more than picking up and handling our country's waste. This is a collective effort to do what's best for our communities, customers, employees, shareholders and environment — without exception, without fail. This is not a fleeting cause. It is the foundation for our future, and the very heart of who we are as we work every day to protect our Blue Planet.



**MESSAGE FROM DON SLAGER**  
*President and Chief Executive Officer*

**In 2014, Republic Services® introduced a multifaceted, enterprise-wide sustainability platform to guide every aspect of our business, establishing durability throughout our operations and programs. At the core of our sustainability platform, we set four goals:**

**7%** • Reduce our OSHA recordable rates by 7% year-over-year.

**150K** • Add an additional 150,000 tons or more per year of recycling capacity by 2018.

**3%** • Reduce absolute fleet emissions by 3% from our direct operational impacts by 2018.

**2** • Develop at least two landfill gas-to-energy projects per year through 2018.

I am pleased to report we have achieved all of our time bound goals. This is a testament to our employees, and I would like to commend our team for their contributions to these initial achievements. Soon, we will announce new sustainability goals that will guide us as we grow and solidify our position as a leading protector of our Blue Planet.

The breadth and scope of our sustainability platform is earning noteworthy recognition. From products that provide solutions for our customers to an industry-leading safety program, and from a fleet that reduces its carbon impact to landfills that generate renewable energy, we are leading in every way possible.

In 2017, Republic was named to the gold standard of sustainability rankings for the second consecutive year — the Dow Jones Sustainability World and North America indices. Republic was the only recycling and solid waste services company in the world to be included in either index. We were equally pleased to be named to the 2017 World's Most Ethical Companies List by the Ethisphere® Institute.

One area of our business, however, needs a reset if it is to remain financially viable. The recycling model — as Americans have known it for years — simply isn't working. Contamination has become rampant. This problem was compounded by China's decision to impose new acceptance criteria, effectively eliminating end-markets for many recyclers. These factors have reached a crisis point, and they jeopardize the future of many local recycling programs.

But, we believe a recycling reset represents opportunity — unprecedented opportunity to build a successful, sustainable recycling model suited for the 21st century.

This means partnering with customers to develop new contractual arrangements that are dynamic and mutually beneficial, and incentivizing improved recycling behaviors. It involves bringing simplification to customers and the general public alike on what and how to recycle. It also requires a steadfast commitment to the future of recycling.

In 2017, our commitment to the future of recycling was evident with the acquisition of ReCommunity, the largest independent recycling company in the country. The acquisition, which added important capacity in key locations, positions us to meet the growing needs of our customers under a new recycling model.

At Republic, we understand that we play a critical role in helping more than 14 million customers lessen their environmental impact. We also recognize that as we grow the business, our responsibility as environmental stewards grows — along with our potential for even greater impact. This is a source of pride for every employee, because our customers — and the communities we serve — can count on us for solutions that are responsible, reliable and resourceful.

As responsible stewards of our nation's recycling and waste materials and protective guardians of our Blue Planet, it is Republic's responsibility to lead by example — to help create a cleaner, safer and more sustainable environment for future generations.



# Our Company

We are an industry leader in U.S. recycling and non-hazardous solid waste. Through our subsidiaries, Republic's collection companies, recycling centers, transfer stations, and landfills focus on providing effective solutions that make responsible waste disposal effortless for our 14 million customers. We'll handle it from here.®, our brand's promise, lets customers know they can count on us to provide a superior experience while fostering a cleaner, safer and healthier world for future generations.

**\$10B**

\$10 billion in revenue

**\$1.1B**

\$1.1 billion total cash returned to shareholders

**35K Employees**  
**14M Customers**

**240 Markets**  
**40 States**



**5.1M**

5.1 million pick-ups every day

**68**

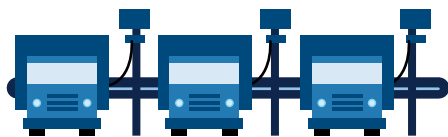
68 landfill gas and renewable energy projects

**7**

7 treatment, recovery and disposal facilities

**41%**

41% better safety performance than the industry average, based on OSHA data



**75% of Residential Routes Automated**

**7<sup>th</sup> Largest Fleet**  
**16K Trucks**

**19% Powered by Natural Gas**

**90**

90 recycling centers that process over 6 million tons of recyclables annually

**195**

195 active, modern day landfills

# Leading the Way

Responsibility, one of our five values, is at the core of everything we do. We are working with customers to create a more sustainable recycling model; developing new products and services that meet customers' emerging recycling needs; engaging and empowering our employees to always do the right thing to minimize the impacts of all facets of our operations; and enabling our customers to make an even greater difference in their communities. Together, we are leading the way within our industry and receiving notable recognition for our sustainability achievements.



## 100 Most Sustainable Companies

Recognized on the inaugural Barron's 100 Most Sustainable Companies list. Republic was the only recycling and solid waste services provider to be listed.



## Gold Class Award

Recognized in the RobecoSAM's 2018 Gold Class Sustainability Yearbook. Only eight North American companies achieved this top-tier status, and Republic was the only recycling and solid waste services provider to earn the Gold Class standing.



## CDP Global Climate Management

Ranked among the top companies by CDP, Republic earned the Management level, showing strong progress in reducing impacts on climate change.



## Dow Jones Sustainability Index™

Earned the gold standard in corporate responsibility by Dow Jones Sustainability Index. Republic was the only company in the industry to be named to both the World and North America Indices.

# Our Sustainability Goals

For details on our goals, please refer to the 2017 GRI Report at [RepublicServices.com/sustainability](http://RepublicServices.com/sustainability)



## Energy

Develop at least two landfill gas-to-energy projects per year through 2018

 **ACHIEVED**



## Safety

Reduce our OSHA recordable rates by 7% year-over-year

**ON TRACK**



## Recycled Commodities

Add an additional 150,000 tons or more per year of recycling capacity by 2018

 **ACHIEVED**



## Fleet

Reduce absolute fleet emissions by 3% from our direct operational impacts (Scope 1 emissions) by 2018

 **ACHIEVED**





## Operations

With more than 5.1 million pick-ups per day, responsibly managing an evolving waste stream takes dedication and commitment. It requires a talented team of thousands, executing with precision at every step. It also means anticipating our customers' needs and delivering solutions throughout our operations.



# Fleet Efficiency

With the 7<sup>th</sup> largest fleet in the nation, we know it's important for us to continuously leverage technology to reduce emissions and optimize collections while also increasing efficiency and improving safety. These solutions are making a difference in our daily operations and helping to decrease our carbon footprint.



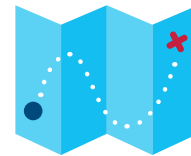
## Delivering Safer and Faster Route Solutions

About 75% of our residential routes are fully-automated with single-operator collection trucks. This allows for our drivers to remain in the cab with less fatigue, less exposure to the elements and better visibility for hazards, while reducing our fuel usage. We've also provided our drivers with technology that helps them immediately report any collection issues to dispatch so that we can deliver a quick solution. This enhancement has improved customer communications and operational efficiencies.



## Improving Visibility with Cameras

To further improve the efficiency and safety of our fleet, we're installing state-of-the-art cameras on some of our trucks to help drivers see more of their surroundings and access data, as needed. These cameras provide extra assistance to our drivers and allow them to effectively navigate their trucks to help see the unforeseen. From kids on bikes, backing into tight spaces, changing lanes and more, these cameras provide greater visibility and record what's going on around our trucks for added safety and security.



## Advancing Route Planning Technology

Every day our fleet is servicing communities across the country. Finding the most efficient route helps ensure we are protecting our Blue Planet. We continue to advance our route planning technology for the betterment of our drivers and environment. Calculating smart and efficient travel plans decreases vehicular emissions, travel time and fuel consumption.

## Focusing on the Foundation

*Another way we're enhancing fleet efficiency is by simply going back to the basics. Our drivers are the foundation of successful operations, and it's important to ensure we have the right driver in the right truck on the right route each day. Doing so helps us minimize driver turnover and creates consistency for our customers, resulting in a better service experience.*





# Running a Clean Fleet

Running a clean fleet means reducing our footprint. It requires a tremendous amount of technology, commitment and vision — all of which we have relied on to expand our fleet of clean-powered collection vehicles.

## 200K

### Retreading Tires for an Extended Life

A tire tread can be recycled about 2.3 times beyond its initial tread. Retreading tires is a complicated process, but we know the value of recycling resources wherever and whenever possible. We save roughly 200,000 tires per year with our retreading program. It's beneficial for our business, but more importantly, it's good for the environment.

## 50%

### Getting the Most from Our Oil

Oil never really wears out — it just gets dirty — so recycling it creates a valuable resource while preventing it from impacting our ecosystem. As stewards of our planet, we responsibly handle the motor oil used by our fleet. We partner with a leading oil-recycling company to collect and refine about 1.2 million gallons of oil each year. We've also decreased our oil drain intervals by 200%, reducing our own consumption of oil resources by 50%.

## 26M

Using Compressed Natural Gas (CNG) to power our collections vehicles in many parts of America has helped save about 26 million gallons of diesel fuel a year. Our CNG fleet is making a lasting environmental impact by reducing air emissions and unwanted noise.

### Clean is Now Cleaner

Renewable Natural Gas (RNG) has one of the lowest carbon intensities of all the alternative fuel technologies on the market. In fact, using trucks powered by RNG helped us meet our emissions goals earlier than expected. In addition, our investments in CNG trucks and fueling stations over the past 14 years made the use of RNG seamless. Best of all, in some cases, the source for our RNG-powered trucks originates at our own landfills.

## 93%

About 93% of our fleet in California runs on RNG



# Landfill Solutions

People use multiple adjectives when describing a landfill, and they're usually not anything related to "community asset." At Republic, we're working to change that perception. We want everyone to know that landfills play a fundamental role in protecting our planet and helping communities grow, revitalize and prosper.



Community asset isn't a phrase normally associated with landfills, but Republic is proving just how important they can be to the community. The redevelopment of a major commercial area would have likely been in jeopardy without our regional landfill. We used our resources and technology to provide safe and responsible disposal options for special waste that once contaminated the development area – demonstrating how important landfills are for local development and community growth.

In Tempe, Ariz., community leaders had plans to redevelop an area located on the banks of the town lake. As part of this redevelopment effort, a leading Fortune 500 company wanted to build a new campus. The challenge? The building site was an old, unused landfill. To safely redevelop this area, waste from the former landfill had to be relocated.



That's where Republic Services came in — delivering a solution that safely excavated, processed and transferred 46,000 tons of old landfill waste (classified as special waste) to a regional Republic landfill, where it was responsibly disposed of in a lined, managed site. Jobs like this prove just how vital landfills are to protecting our planet while enabling community development.

**46K**  
tons of waste



## Materials Management

We have one Earth, and it's up to us to protect it for generations to come. One of our greatest responsibilities as a leading recycling and waste collection company is managing a very complex and diverse waste stream. Our experience, passion and ethical standards drive us to do more, solve more, innovate more and turn waste into solutions that deliver a valuable product or service while also protecting our planet.



# 30% contaminated

Contamination occurs when recyclables are soiled by remnants of food or drink, or when non-recyclable items, from diapers to hoses, are put in a recycling container. In some communities, contamination levels are as high as 30%.

*Previously one of the largest global customers for U.S. recyclables, China recently changed its acceptance criteria for contamination levels. This compounded contamination problems in many communities.*

## Republic's Solutions

- ★ Partnering with customers to create a new, sustainable recycling business model
- ★ Sharing educational resources for customers and the general public
- ★ Implementing advanced sorting technologies in select markets
- ★ Adding sorting personnel in select markets

# Recycling

In households across America, questions like these are heard several times a day: "Is this recyclable?" "It's okay to put my recyclables in a bag, right?" "Do I need to do anything to this pizza box before I recycle it?"

Recycling started as a relatively easy concept — converting discarded resources into reusable material. But, over time, two things happened — the way manufacturers package their products changed and community recycling guidelines became disparate and confusing.

As a result, the practice of "aspirational recycling" has become the norm. For many, this means placing an item in a recycling container that does not belong, or an item that is soiled, out of hope that someone downstream might recycle it. The unintended consequence? Unprecedented levels of contamination in the nation's recyclables.

Today, people are genuinely unsure about what to recycle, what not to recycle and how to recycle. The one constant in this equation — people want to recycle.

## Let's Simplify Recycling

By simplifying recycling and raising awareness, we can help our customers and the communities we serve minimize their environmental impact, and make local recycling programs sustainable, both now and for future generations.



### QUICK TIP Empty. Clean. Dry.™

Be sure recyclables are empty, clean and dry before tossing them into the recycling container.



# Renewable Energy

Being a steward of our Blue Planet requires responsible landfill management. To us, that involves more than capturing landfill gas — a byproduct of waste decomposition in landfills. It means prioritizing renewable energy opportunities whenever possible, from harnessing landfill gas at active landfills to capturing the power of the sun, and converting previously unused resources into power for homes, businesses, critical infrastructure, and our collection vehicles.

## Here Comes the Sun

*Harnessing the energy of the sun is not new for us, but increasingly, it's becoming both an environmental and economic opportunity. The technology necessary to convert sunshine into renewable energy continues to improve, bringing more power and projects with it. In 2017, we invested \$29 million in solar projects at some of our landfills, and in other opportunities. As of today, we have built, invested in or operate 236,730 solar panels at 19 generating facilities nationwide, with the combined capacity of 80 megawatts of renewable power.*

# 19M

## Gallons Saved

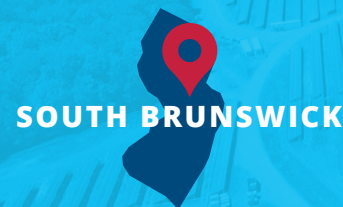


### Yesterday's Waste for Tomorrow's Energy

Collectively, our landfill gas-to-energy projects have the capacity to generate enough renewable energy to power 208,000 homes. Our newest project — at the Pinehill Landfill in Longview, Texas — is expected to generate 404 million cubic feet of renewable natural gas per year. This project is expected to offset carbon emissions equal to the use of more than 19 million gallons of gasoline annually.

# 36K

## Solar Panels



Our latest large scale solar project is in South Brunswick, N.J. The site is home to 36,000 solar panels that together are capable of generating 13 megawatts of electricity.

According to the U.S. Environmental Protection Agency, this is equivalent to removing the CO<sub>2</sub> emissions that would otherwise be generated by 1,800 homes.



# Organics

Environmentally conscientious communities across the country are seeking our help with sustainable solutions for their organics, which includes food and yard waste. The good news is that organics are highly biodegradable and can be recycled at our compost facilities — benefiting our planet and business.



## Award-Winning Operations

*In 2017, Republic's Pacific Region Compost facility was recognized with SWANA's Excellence Award in Composting Systems and the Oregon Recycling Association's Recycler of the Year Award. As a leading provider, the facility processes over 120,000 tons of organics annually, producing a nutrient-rich compost for area agricultural, landscaping and gardening purposes.*

## A Billion Pounds

### Technologies & Education

Each year, we collect and divert about 1 billion pounds (500,000 tons) of organic waste nationwide. The biggest challenge in processing organic waste is contamination, which happens when items like plastic utensils and glass are mixed with organic waste.

**Our solution? We are leveraging advanced technologies to remove contaminants during processing, while working to educate the public on ways to prevent contamination at the source.**

## Next Gen

### Smarter Composting

Without question, composting is beneficial for the planet. But, as an organics leader, we are also working to minimize the environmental impacts from processing food and yard waste. This involves using an innovative Covered Aerated Static Pile system where possible. Benefits of this new, smarter system include capturing and reducing air emissions and odors; maintaining optimal pile conditions during composting; ensuring proper moisture and oxygen levels; and minimizing the facility's operational footprint.





# Energy & Environmental Solutions

Republic is a leading provider and trusted partner in the energy and environmental services industry. We deliver a variety of solutions for our manufacturing, industrial and energy customers — from field services at the point of drilling to the refinery and industrial services within the plants. Our advanced technologies and integrated solutions are meeting our customer’s evolving needs while enabling them to reduce their environmental footprint.

## 148K barrels of oil

We utilize a superior oil recovery solution that is both profitable and beneficial for the environment. In 2017, Republic recovered approximately 148,000 barrels of oil from exploration and production waste, using an enhanced extraction process. As part of this process, we responsibly manage other recovered liquids through salt water disposal wells. In addition, any mud or solids we collect during the recovery process are responsibly disposed of in a dedicated, lined landfill.

We know how vitally important proper treatment, recovery and disposal are to our Blue Planet, and we are proud to be a leading provider of environmentally responsible services.

**6** E&P landfills

**7** Treatment, recovery & disposal facilities

**14** Salt water disposal wells

## Environmentally Responsible Services



**In-Plant Management**



**Lab Packing**



**Transfer, Treatment & Recycling Services**



**Remediation Services**



**Field Services**



**Equipment Rental**



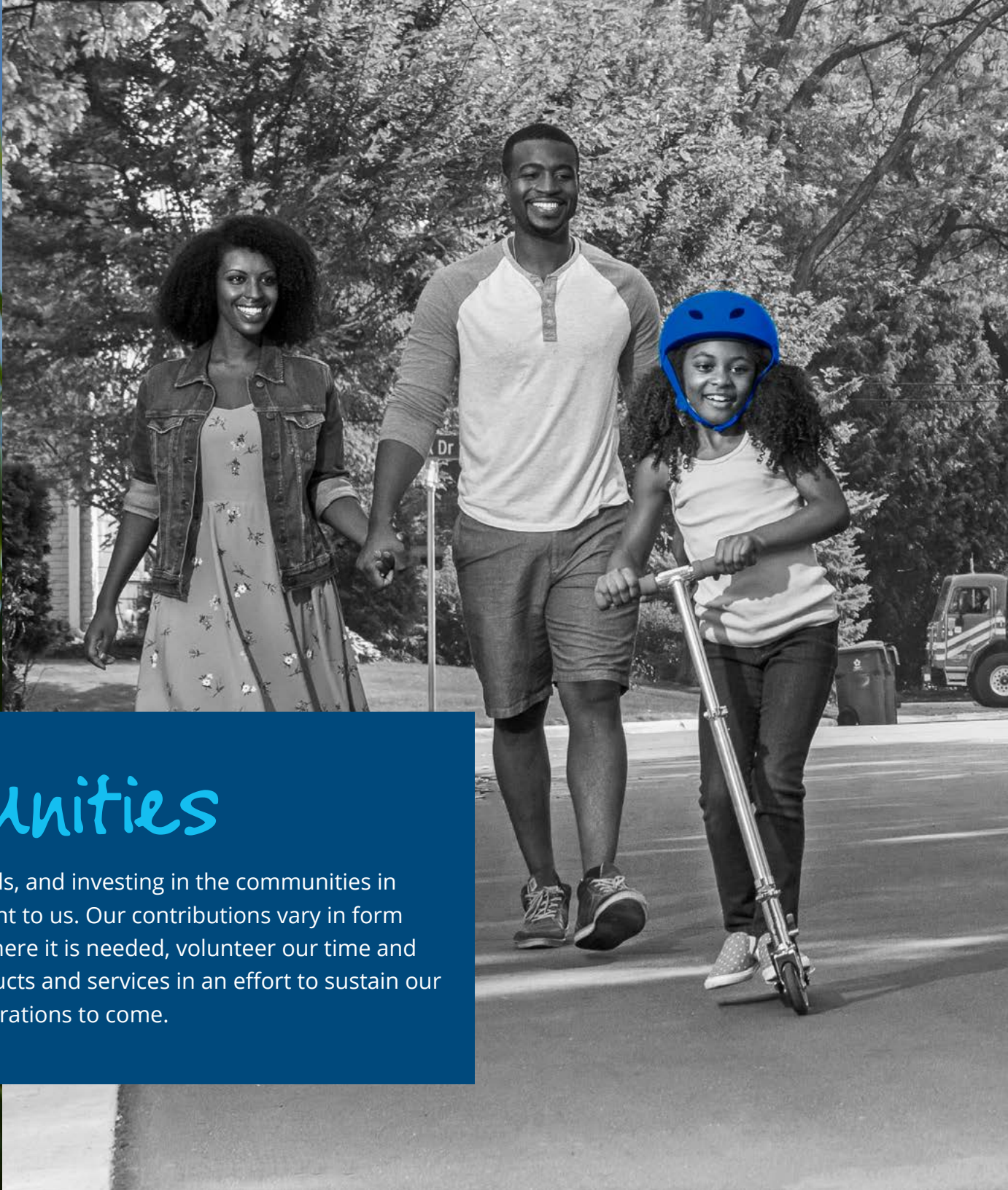
**Transportation Management**



**Sanitary Services**



**Disposal**



## Communities

We stand for strong neighborhoods, and investing in the communities in which we live and work is important to us. Our contributions vary in form — we provide financial support where it is needed, volunteer our time and provide in-kind donations of products and services in an effort to sustain our planet and make it better for generations to come.



# Giving Back

Last year, Republic Services gave approximately \$7.1 million back to the communities we serve. The newly-created Republic Services Charitable Foundation is dedicated to partnering with nonprofit, charitable organizations with a focus on neighborhood revitalization, disaster relief, safety and social services. Through the Foundation and our National Neighborhood Promise™ program, we are making a promise to help rebuild, revitalize and restore places and spaces in need to create stronger neighborhoods.

## Transforming Sheridan Square

With housing costs skyrocketing across metro Denver, the need for affordable housing has become far more pressing. Republic Services worked with the local Habitat for Humanity to sponsor the construction of 16 new homes and a community park in the Sheridan Square neighborhood, located just outside of the city.

More than 75 Republic Services volunteers participated in the construction of homes and renovation of Sheridan Square. In addition, the Company provided in-kind products and services to ease the burden of waste removal and disposal.

By renovating Sheridan Square, our team made a meaningful and lasting difference in this community while increasing the number of owner-occupied housing units in the neighborhood.



Good neighbors  
building strong neighborhoods™



## National Neighborhood Promise™

Through our National Neighborhood Promise program we are good neighbors building strong neighborhoods. Last year, we had the opportunity to support our first three neighborhood revitalization projects. We partnered with local nonprofit organizations in Denver, Minneapolis and Philadelphia to make a difference. Together, we were able to make a positive and sustainable impact in the lives of our employees, customers and other community members through neighborhood revitalization efforts.



# Hurricane Relief

2017 was one of the most devastating hurricane seasons in U.S. history. Hurricanes Harvey, Irma and Maria took their toll on many of our employees and communities — but that didn't stop our relentless teams from helping the communities we serve. The very nature of what we do uniquely positions us to readily support response and recovery efforts when disasters strike — our teams were ready and working 24 hours after the storms. From clearing debris and trash for critical customers like hospitals and grocery stores to delivering food, water and other supplies to customers and neighbors in need — our employees played a major role in helping their communities recover from these catastrophic storms.



*The very nature of what we do uniquely positions us to readily support response and recovery efforts when disasters strike, and our teams were ready and working 24 hours after the storms*



# \$1M

Through the generosity and kindness of our employees, board members and suppliers, we raised over \$1 million for our own 501(c)(3) nonprofit charitable organization – Republic's Employee Relief Fund

# \$4M

As a Company, we gave an additional \$4 million in food, supplies and housing to support employees and their families



**Republic donated \$50,000 to the American Red Cross to support emergency efforts after the devastating hurricanes**



## Safety

Nothing is more important than safety, and no job is so urgent that we cannot take the time to do it safely. The very nature of what we do requires us to be uncompromising on safety, beginning with our employees and extending to our customers and into the communities we serve. Simply, a sustainable planet is only possible if everyone works and lives together... safely.



# Programs & Partnerships

Securing a sustainable future necessitates that everyone works together. A safe, incident-free environment requires the same commitment — everyone working together to achieve a common goal.

## FOCUS TOGETHER

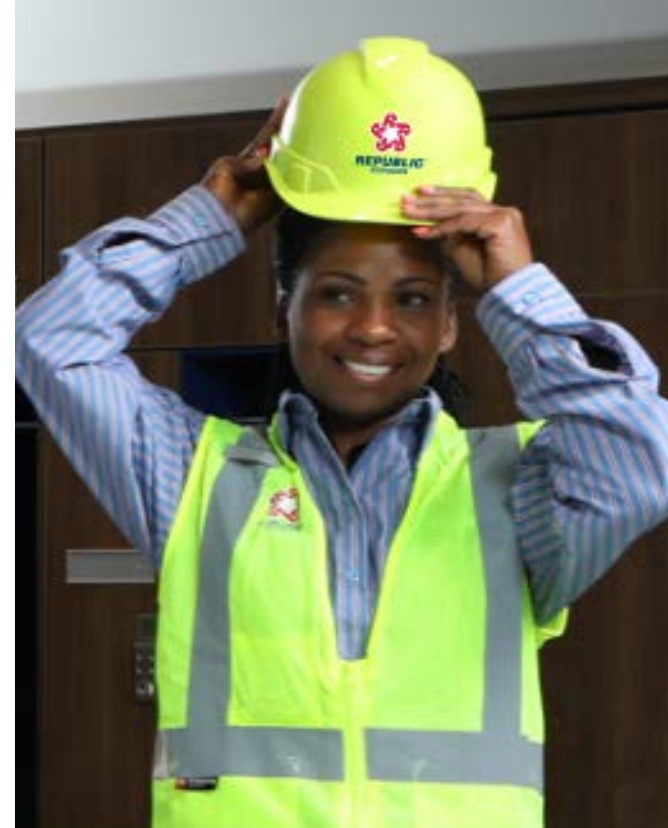
Our nationally-recognized and award-winning Focus 6 program has provided safety training and education programs that have helped our drivers reduce six types of serious incidents by 5.5% in the past year. However, by broadening the scope and reach of the program to include other employees across the Company, we believe we can have an even greater impact on the overall safety and well-being of our employees — simply by working together. That's why we have repositioned the program and given it a new name, "Focus Together." No matter what the job in the organization, everyone has a part to play in creating and maintaining a safe and secure environment inside and outside of the workplace.

**It's Republic's #1 priority.**



## TOGETHER FOR SAFER ROADS®

Working together also is the underlying strategy of Together for Safer Roads, an innovative coalition of global private sector companies working to improve worldwide road safety through initiatives, ideas and innovation. Republic is the only recycling and waste services provider associated with the coalition, and is actively working with the coalition and its member companies to achieve a shared mission of fewer road traffic collisions, deaths and injuries worldwide. A centerpiece of this work is a newly-launched initiative, the Global Entrepreneur Program. This initiative brings together smaller start-up companies in the road safety and transportation spaces with member companies to collectively find new solutions to complex roadway safety challenges.



# 41%

## Better than Others

In the past year, the results of everyone working together at Republic have been encouraging — especially in the area of safety. Our Company continued to see a favorable reduction in employee incidents, and over the past 10 years our safety performance, based on Occupational Safety and Health Administration (OSHA) data, has been 41% better than the industry average.

**Looking out for one another. Standing together. United as one.**



**Javier Verduzco**  
Huntington Beach, Calif.

*Javier has driven more than 38 years accident and injury-free.*

Republic drivers Javier Verduzco and Jesse Peña were selected from over 1,000 driver nominations submitted by peers and managers from across the country. Both have spotless safety records.



**Jesse Peña**  
Phoenix, Ariz.

*Jesse has been accident and injury-free for the past 24 years.*



# Driver of the Year

Since 2009, Republic drivers have won nearly 75% of the National Waste & Recycling Association's "Driver of the Year" awards, an honor that celebrates exemplary customer service and superior driver safety records. The 2017 competition was no exception as two more of our drivers were presented with the industry recognition.

## Why do Republic's drivers excel at this competition year after year?

The answer lies in a "let's work together" approach, in which safety is everyone's responsibility. From trainers to technicians, supervisors to service personnel and countless others throughout the Company, our people are charged with ensuring all of our vehicles are well maintained, clean, safe to drive, equipped with the latest safety features and have well-trained drivers who can safely operate the vehicle at all times and in all conditions. Being recognized as a "Driver of the Year" is truly a team effort.



## People

We believe that an engaged and diverse workforce is the greatest indicator of our success. Our people make everything possible — from our profitable Growth through Differentiation strategy to our ability to fulfill our promise to customers and the environment. They make Republic a preferred place to work, and they help make the communities we serve strong and vibrant.





# Employee Engagement

At Republic, our goal is to be an employer of choice — where the best people come to work.

We accomplish this by creating a diverse and inclusive culture in which all individuals feel welcomed and valued.

**That's what our culture is all about...what we call the Republic Way.**

To ensure that we are doing the right things as a company, we conduct an annual engagement survey to determine how valued our employees feel and how likely they are to recommend Republic as a great place to work.

*In 2017, 85% of Republic's 35,000 employees participated in the survey, generating more than 13,000 unique comments. Our employee engagement score was 86 out of 100.*

Overall, what we heard most from employees is that they are proud to work for Republic, are committed to doing whatever they can to help the Company succeed, believe they are doing meaningful work and are **proud that Republic is a good neighbor in the communities we serve.**

## Glassdoor's Employees' Choice Award

When employees submit reviews on Glassdoor, they are asked to rate various factors about their employment experience. Republic employees who took the survey had a 94% approval rating of Company leadership.



# Diversity & Inclusion

Our employees set us apart from the competition. Their unique ideas, experiences and backgrounds make everything we do for our customers, communities and planet possible. Hiring the best people is more than just a good business strategy — it's fundamental to who we are.



We believe we're an employer of choice and prioritize hiring the best and brightest people to move us forward. Our world-class benefits and opportunities for growth and advancement are only a fraction of what we offer to attract and retain employees. We value diverse opinions and innovative thoughts, and encourage our employees to share their ideas and suggestions through surveys, town hall meetings and other tools that help us listen, react and initiate change. We've also created an employee resource group that provides an opportunity for employees to network, share ideas and information, and develop leadership skills.

We work  
for Earth.

Earth is our home, and it's up to all of us to protect its beauty and resources. Republic is dedicated to making our responsible recycling and waste services work better for everyone, minimizing our environmental impact and giving back to local communities. We're committed to protecting our Blue Planet for generations to come, and our employees are the drivers of that legacy.

Republic's "We Work for Earth" campaign is how we tell our sustainability stewardship stories while continuing to recruit and retain a diverse workforce. We are a team — 35,000 strong — working together every day, across the nation, to collect and manage the country's waste and recycling. The campaign features impactful employee stories with powerful messages of diversity that underscore our commitment to our people and planet.

*"At Republic Services, we work for Earth."*

## Women of Republic

Our very first business resource group, open to all employees, Women of Republic, recently celebrated its first anniversary with several activities to honor International Women's Day.



100%

Republic earned 100% and the distinction of "Best Places to Work for LGBTQ Equality" on HRC's Corporate Equality Index.



# Ethics & Compliance

Republic's values and priorities reflect our ongoing commitment to legal and regulatory compliance, integrity and business ethics at every level within our organization. We have worked diligently to maintain a culture that values teamwork, trust and integrity with an unwavering commitment to uphold the highest ethical standards in our business practices. Our intensity to maintain a strong ethical culture while always choosing to do the right thing for our people, customers, shareholders, communities and environment, are foundational to our values and represent the highest standards of integrity and excellence we have set for every Republic employee and extended to our industry.

Our Code of Business Ethics and Conduct exemplifies our values and is the cornerstone to sustaining a strong ethical culture. We continue to monitor employee feedback and behaviors to ensure we take all necessary actions to foster and elevate Republic's ethical culture and ethics and compliance program as a whole.



2018 | WORLD'S MOST  
ETHICAL  
COMPANIES™  
WWW.ETHISPHERE.COM

Our achievements have been recognized externally, and most recently, Republic was honored for the second consecutive year by being named to the elite World's Most Ethical Companies® List by the Ethisphere Institute, a global leader in defining and advancing the standards of ethical business practices. Republic is the sole recycling and solid waste services provider to be listed in 2018 under the Environmental Services category.

The award is based on how companies score in the "Ethics Quotient," a proprietary, quantitative tool developed by Ethisphere that assesses a company's performance in an objective, consistent and standardized manner. It is Ethisphere's belief that global corporations operating with a common rule of law are now society's strongest force to improve the human condition.





# Appendix

To help our stakeholders better understand how Republic responsibly manages recycling and non-hazardous solid waste, we have created educational infographics that illustrate and explain the different processes. These graphics depict Recycling Operations, Curbside Collections, Organics Diversion, Regenerative Landfill, Landfill Gas & Renewable Energy Projects, and Energy & Environmental Solutions.

# Recycling Operations

Today, 34% of municipal solid waste is recycled

74% of recyclable volume consists of fiber (newspapers, office paper)

Items made from recycled materials make their way back to stores to repeat the process

Once oil is used for plastics it can be recycled and processed to create new materials

Paper can be repulped into new paper, newspaper, cardboard and other products – over and over

This facility sorts materials that are then transported to mills and manufacturers for use

Materials are transported and reprocessed into new items – saving resources and energy

Anaerobic treatment of organic waste creates natural gas that can be used to power vehicles instead of fossil fuel

Recycled materials, like metal and aluminum cans, reduce the need to mine materials from the Earth

 **REPUBLIC SERVICES**  
RECYCLING CENTER



# Curbside Collections

Our fleet of roughly 16,000 trucks performs 5.1 million pick-ups at businesses and homes each day

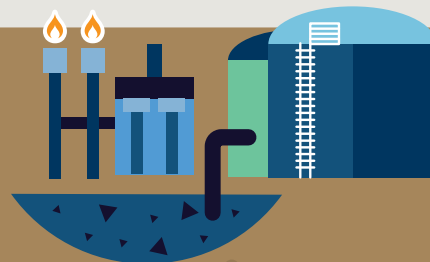
Once a collection truck is full, it will usually go to a Transfer Station where waste is consolidated. This enables more efficient service

The consolidated waste is transferred to larger trucks for increased efficiency

Recyclables go directly to a Recycling Center to be sorted and returned to mills and manufacturers for reuse

The larger trucks haul waste from the Transfer Station to a Landfill, where in many cases, the waste eventually helps to create renewable energy

According to the EPA, Americans generate 4.4 pounds of waste and recycles or composts 1.5 pounds per person per day



# Organics Diversion

Enjoy your favorite restaurant

Restaurants and other businesses put organic material (food scraps) into the collection cart or container

Republic takes the organic material to a transfer station

Larger transfer trucks transport larger loads of organic material for processing

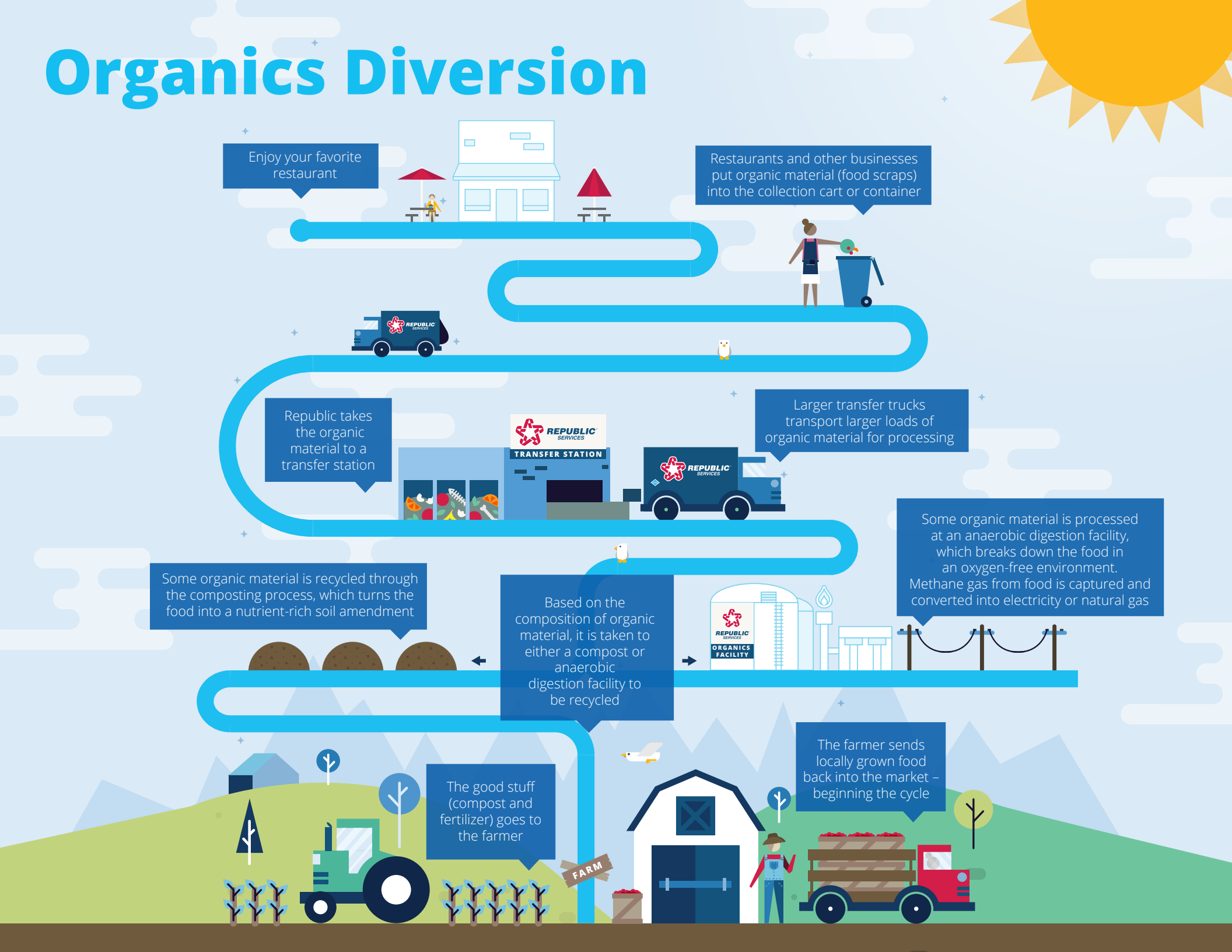
Some organic material is recycled through the composting process, which turns the food into a nutrient-rich soil amendment

Based on the composition of organic material, it is taken to either a compost or anaerobic digestion facility to be recycled

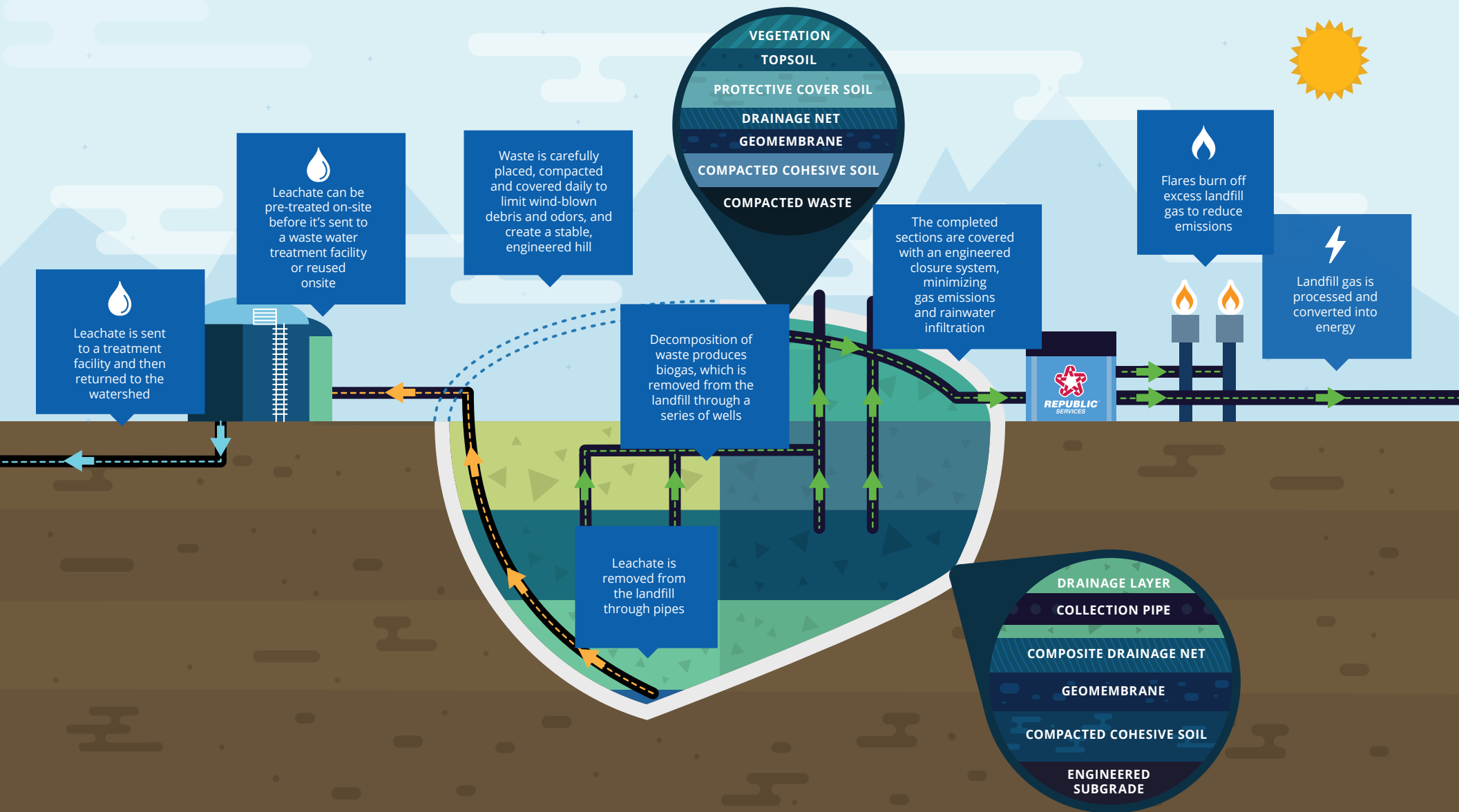
Some organic material is processed at an anaerobic digestion facility, which breaks down the food in an oxygen-free environment. Methane gas from food is captured and converted into electricity or natural gas

The good stuff (compost and fertilizer) goes to the farmer

The farmer sends locally grown food back into the market - beginning the cycle



# Regenerative Landfill





# Landfill Gas-to-Energy



More than 1/3 of Republic's active landfills have LFGTE projects



Landfill gas powers boilers that make thermal energy



Landfill gas is converted into electricity and distributed to the power grid



REPUBLIC LANDFILL

Landfill gas is converted into renewable natural gas (RNG) for transportation

Renewable natural gas is used to power a growing portion of Republic's fleet

Landfill gas conversion to renewable energy reduces fossil fuel use



# Energy & Environmental Solutions

## FIELD SERVICES PROVIDED

Republic provides on-site treatment, waste removal, hydro-excavation, pit remediation, tank cleaning and equipment rental

### STEP 1

Byproducts of the process at an active oil well are collected or brought to our treatment facility

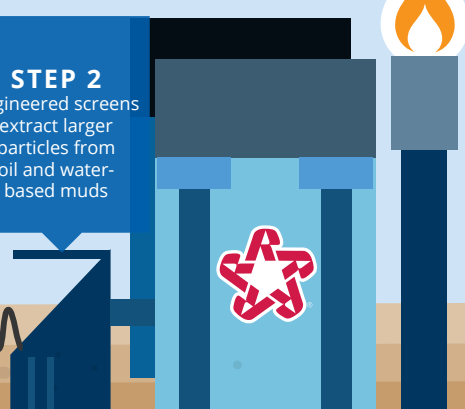


Drilling & Production Site

This process removes rocks, dirt and other solids

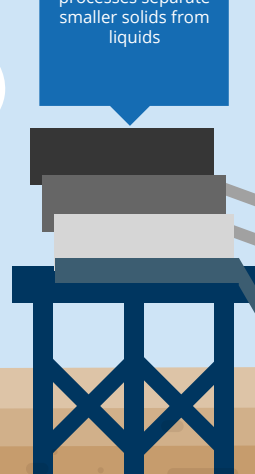
### STEP 2

Engineered screens extract larger particles from oil and water-based muds



### STEP 3

Heat and centrifuge processes separate smaller solids from liquids



### STEP 4

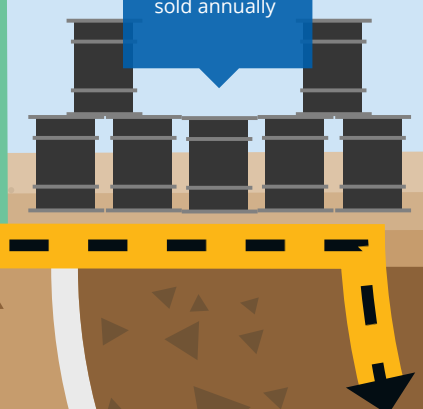
Liquids go to a separation tank farm



Oil separates from water, sinking to the tank bottom

### STEP 5

Water is returned to salt water disposal wells and solids are brought to a lined, specialized cell at the landfill



### STEP 6

148K barrels of oil are recovered and sold annually





**REPUBLIC**<sup>®</sup>  
SERVICES

We'll handle it from here.<sup>®</sup>

