



Sustainability in Action

# Supplier Code of Business Ethics and Conduct



## REPUBLIC SERVICES

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Republic Services (“Republic” or “Company”) is a leader in the environmental services industry. We are partnering with our customers to create a more sustainable world. We are passionate about our role as responsible stewards of our nation’s waste, and we continue to make progress on our 2030 Sustainability Goals, which reaffirm our commitment to the elements of our sustainability platform:



Safety



Talent



Climate  
Leadership



Communities

Our priorities are straightforward — we are committed to our customers, our communities and our team. We do this by living our values, embracing our priorities, and leading with integrity in everything we do. To preserve the trust placed in us, we count on our network of suppliers, which includes our vendors, contractors, consultants, agents, representatives, brokers, and any other third party that provides us with goods and services (“Suppliers”) to commit to and uphold these same principles.

This Supplier Code of Business Ethics and Conduct, as may be amended from time to time (“Supplier Code”), outlines Republic’s expectations with respect to our Suppliers’ conduct when they are doing business with, or on behalf of, Republic. We require all Suppliers to comply with this Supplier Code, and expect our Suppliers to communicate these expectations throughout their supply chains by adopting efficient management systems, policies, procedures, and training to ensure these expectations are upheld within their own business operations.

Any questions regarding the Supplier Code may be directed to any Company representative or to the Ethics & Compliance Office at [EthicsandCompliance@RepublicServices.com](mailto:EthicsandCompliance@RepublicServices.com).

## **BUSINESS ETHICS**

**Republic is committed to conducting business ethically and lawfully across our supply chain.**

We choose to do business with Suppliers who demonstrate a strong commitment to highly ethical behavior. We expect our Suppliers to conduct their business in accordance with the highest ethical standards — all Supplier business dealings with Republic should be fair, legal, and honest. Republic is committed to dealing legally and ethically with local, state, and federal governments and we expect the same commitment from our Suppliers. All Suppliers acting on our behalf or in connection with our business are prohibited from giving or offering anything of value directly or indirectly to any government official or entity in order to improperly obtain any business advantage or influence any government act or decision. Additionally, Suppliers are expected to have controls in place that prohibit and detect anti-competitive practices, the misuse of assets, bribery, kickbacks, improper gifts, or other improper payments to or from private parties or Republic employees.

## **WORKPLACE SAFETY**

**Nothing is more important than safety.**

The nature of our business model requires us to be uncompromising on safety — and this extends to the expectations we have for our Suppliers. Any Supplier providing on-site services at a Republic location is expected to adhere to Republic's safety rules and practices. We also expect our Suppliers to promote safety at their own work sites, which includes compliance with all federal, state, and local health and safety laws, regulations, and standards.

## **EQUAL EMPLOYMENT OPPORTUNITY AND RESPECT**

**Our employees rely on us to create a positive, inclusive, and respectful workplace that is safe and free from discrimination and harassment.**

We provide equal employment opportunity to seek to ensure that recruitment, employment, and promotion decisions are based solely on qualifications, abilities, and performance. Republic similarly expects its Suppliers to commit to a workplace that is free of harassment and discrimination. Harassing behavior can take many forms — verbal, physical, or visual — but regardless of the form it takes, it will not be tolerated. Our Suppliers are also expected to comply with all applicable laws related to discrimination in the workplace.

## INCLUSION AND DIVERSITY

**Republic is committed to fostering an engaged, inclusive and diverse workplace for our employees.**

We also believe it is important to have a supply chain that reflects the diversity of the customers and communities we serve, which is why we continue to strive towards increasing our controllable spend with certified diverse-owned businesses. We encourage our Suppliers to make similar commitments to inclusion and diversity in their own business operations and supply chains, and we expect our Suppliers to work towards providing business opportunities to competitive diverse suppliers as well.

## GIFTS AND ENTERTAINMENT

**Republic's employees are prohibited from offering or receiving gifts, entertainment, or any other benefits that could influence, or appear to influence, any business decision.**

Our employees may occasionally accept or give nominal gifts from or to Suppliers for the purpose of building and strengthening professional business relationships, so long as such gifts are accepted and given in accordance with the Company's "Gifts, Entertainment and Other Benefits Policy," which includes the following requirements:

- Republic employees are prohibited from soliciting gifts, entertainment, or other benefits from Suppliers;
- Suppliers are prohibited from giving or receiving gifts of cash or cash equivalents (e.g., gift cards or gift certificates) to or from Republic employees;
- Suppliers may give Republic employees individual gifts of nominal value of \$100 or less per year; and/or
- Entertainment is allowed if infrequent, reasonable, and appropriate in the context of the business occasion (Suppliers may use the government website, U.S. General Services Administration (GSA), as a general guideline for costs considered reasonable).
- Suppliers are prohibited from giving or receiving gifts or entertainment to or from Republic employees that would embarrass Republic if publicly disclosed.

When providing services to Republic or otherwise when acting on the Company's behalf, Suppliers and their employees are subject to the same limits described in this section when offered gifts, meals, or entertainment by the Company's customers, suppliers or other business partners.

## CONFLICTS OF INTEREST

Republic employees are required to act in the best interests of the Company, and they are prohibited from allowing their personal interests to interfere with their ability to make sound, objective business decisions for the Company.

Accordingly, Suppliers should have no relationship, financial or otherwise, with any Republic employee that might conflict, or appear to conflict, with the employee's obligation to act in the best interests of the Company. Additionally, when making decisions on behalf of Republic, our Suppliers must ensure their personal interests do not influence, or appear to influence, their ability to make sound, objective business decisions for Republic. **All Suppliers must disclose whether they have a familial or financial relationship with a Republic employee.** If a Supplier has any questions or needs to disclose a potential conflict of interest, **or familial or financial relationship**, it can do so by notifying a Company representative or contacting the Ethics & Compliance Office at **[EthicsandCompliance@RepublicServices.com](mailto:EthicsandCompliance@RepublicServices.com)**.

## SUSTAINABILITY

We continue to make progress toward our ambitious sustainability goals, which are designed to significantly benefit the environment and society while enhancing the foundation and profitability of our business for the long term.

Republic is committed to doing our part to create a cleaner, safer, and healthier world where people thrive – not just for today, but for generations to come. As part of this commitment, we expect our Suppliers to responsibly manage their impact on the environment and our communities. Our Suppliers must operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment, and they must comply with all applicable federal, state, and local environmental laws and regulations. We encourage our Suppliers to develop a sustainable procurement program for their own suppliers.

## HUMAN RIGHTS

Republic has a standalone Human Rights Policy (available to **[view here](#)**) that sets forth our commitment to respect human rights — the fundamental rights, freedoms, and standards of treatment to which all people are entitled.

We expect our Suppliers to exhibit the values set forth in our Human Rights Policy, including employment practices and standards related to non-discrimination, health and safety, working hours and conditions, freedom of association, and compensation. Suppliers must prohibit the use of all forms of forced labor, child labor, corporal punishment, and any form of human trafficking. Suppliers also must pay workers in accordance with applicable wage and remuneration laws, including minimum wages, overtime hours and mandated benefits in any jurisdiction where they operate.

## BUSINESS AND FINANCIAL RECORDS

Suppliers must keep accurate records of all matters related to the Supplier's business with the Company, and must comply with all applicable laws regarding their completion and accuracy.

Any invoices or reimbursement requests submitted to Republic must have reasonable supporting documentation, which Suppliers must provide to Republic when required or upon Republic's request.

## PROTECTING INFORMATION

Our Suppliers must respect and protect Republic's intellectual property, trade secrets, and other confidential, proprietary or sensitive information and may not use or disclose any such information except in accordance with Supplier's contract with Republic or with Republic's prior written consent.

Suppliers must comply with applicable intellectual property and data privacy laws, and must have reasonable information technology security measures in place to ensure the confidentiality, integrity, and availability of any Republic confidential information and ensure it is protected against unauthorized access, disclosure, or theft. If a Supplier becomes aware of any actual or possible unauthorized access or disclosure of any Republic confidential information, including confidential Republic employee or customer personal information, it must be reported immediately to [Privacy@RepublicServices.com](mailto:Privacy@RepublicServices.com).

## REPORTING POTENTIAL MISCONDUCT

Suppliers who believe that a Republic employee, or anyone acting on behalf of Republic, has engaged in illegal or otherwise improper conduct, should report the matter to the Company.

The Supplier can contact the employee's manager, Republic's Ethics & Compliance Office at [EthicsandCompliance@RepublicServices.com](mailto:EthicsandCompliance@RepublicServices.com), or the confidential **AWARE Line (1.866.3.AWARE.4 or [AWARELINE.RepublicServices.com](https://www.republicservices.com/awareline))** if they wish to remain anonymous. Concerns are addressed using a robust internal process whereby we investigate, respond and take appropriate corrective actions if warranted. **The Company does not permit retaliation or intimidation against anyone who reports a concern, and a Supplier's relationship with Republic will not be affected by a report of potential misconduct.**

*This policy is the property of Republic Services, Inc. ("Republic Services" or the "Company") and is to be used in connection with the conduct of the business of Republic Services and/or its subsidiaries. Version 01.2025.*