

SPEAK UP BE HEARD YOU MATTER

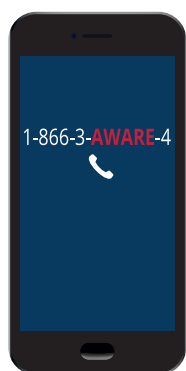


At Republic Services, we are committed to the highest standards of ethical business conduct and we count on every employee to make the right decisions – every day, every time. If you have a question, concern or believe something is unethical, illegal or inconsistent with our values, policies or Code of Business Ethics and Conduct, promptly **SPEAK UP**. You will **BE HEARD** and the appropriate action will be taken. **YOU MATTER** and you play a major role in maintaining our highly ethical and compliant culture.

WE WANT TO HEAR FROM YOU!



SPEAK directly to any of the following: Your Immediate Supervisor
Any Other Manager • Human Resources • Legal • Ethics & Compliance



CALL the confidential **AWARE Line**
at **1-866-3-AWARE-4***



GO Online to the confidential **AWARE Line**
at **AWARELine.RepublicServices.com***

*Operated by an independent reporting service, the **AWARE Line** is available anytime for you to ask questions or raise concerns when you are reluctant to speak with a Company representative or prefer to remain anonymous. Information you provide is sent to authorized personnel at the Company for appropriate review. Reports are handled promptly and discreetly.

Our Policy of No Retaliation

No matter how you choose to communicate, the Company does not permit retaliation or intimidation against anyone who reports a concern, raises a compliance question, seeks advice or cooperates in an investigation.