

A Message from Don Slager President & CEO



Together, we continue to make positive steps in establishing a stronger brand and taking Republic Services to the next level. All of us share the responsibility to protect our Company from any conduct that could threaten our reputation or erode the trust placed in us by our co-workers, shareholders, customers and communities.

We do this by staying true to our values and embracing our priorities, as well as leading with integrity in everything we say and do.

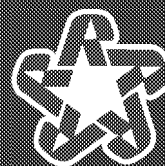
Leading with integrity simply requires us to always do what is right in every aspect of our business. Nothing is more important than doing the right thing, and our integrity and good judgment must never be compromised.

Our Code of Business Ethics and Conduct provides guidance as to appropriate conduct and serves as an awareness of ethical and legal responsibilities that should cause each of us to stop and think before taking any action. I urge you to refer to the Code often and understand the standards and policies you are expected to follow each day.

If you do not have a clear understanding of what is expected of you, ask for guidance. If at any time you know or suspect a violation of the law, policies or the Code, we expect you to promptly report your concerns.

Conducting our business with integrity is essential to maintaining our position as an industry leader. Our reputation will go before us, earning trust from our stakeholders and positioning us well for continued success and future growth opportunities.

To wear the star is to accept and display our values. I thank each of you for going above and beyond, helping make Republic Services the best that it can be, and for wearing the star with pride and confidence.



OUR VALUES

Respectful

We value others and demonstrate that in everything we do.

Responsible

We do the right thing — always and every day.

Reliable

We are trustworthy and accountable.

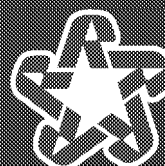
Resourceful

We maximize our strengths to get the job done.

Relentless

We work hard and never give up.

**Our Code helps us understand
how our values and priorities are
put into practice every day.**



OUR PRIORITIES

Safety

Think. Choose. Live.

People

Success through an engaged, diverse and talented team

Customer Experience

Place the customer at the center of all we do

Ethics & Compliance

Act with integrity

Durability

Drive operational excellence that's built to last

Targeted Profitable Growth

Win through focused & intelligent business expansion

Value Creation

Deliver consistent earnings & returns