

## **ADVANCED DISPOSAL'S EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Advanced Disposal will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, gender, sexual orientation, disability, age, marital status, or status with regard to public assistance.

Advanced Disposal will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

Advanced Disposal will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Opportunity and Affirmative Action.

Advanced Disposal fully supports incorporation of non-discrimination and Affirmative Action rules and regulation into contracts.

Advanced Disposal will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of this organization, or subcontractor to this employer, who does not comply with the Equal Employment Opportunity Policies and Procedures as set forth in this statement and Plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Federal, State and Local governing bodies or agencies thereof will be subject to appropriate legal sanctions.

Advanced Disposal has appointed the Division General Manager to manage the Equal Opportunity Program within his/her respective Division. His/Her responsibilities will include monitoring all Equal Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The Chief Executive Officer of Advanced Disposal Services, Inc. will receive a review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, please contact your Division General Manager at your respective Division.