



GreenWaste Inclusion Policy

Policy Statement

Inclusion is a core value of GreenWaste. All GreenWaste employees play a role in making GreenWaste an inclusive place to work for everyone.

As part of this policy, we are committed to a workplace culture that values and promotes inclusion, equal employment opportunities, and a work environment free of harassment and discrimination. This includes:

- Applying equity principles to achieve equal employment opportunities for qualified individuals.
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing inclusion of underrepresented and diverse employees.
- Promoting respectfulness, cultural awareness, and inclusivity by:
 - fostering a collaborative work environment;
 - empowering and providing a safe and inclusive space for all employees;
 - encouraging a culture that is open to diversity and differences in experiences and perspectives; and
 - evaluating, developing, adapting and implementing program(s) and initiative(s) to promote inclusion.

Definitions

Diversity includes but is not limited to differences in race, ethnicity, ancestry, color, national origin, citizenship or immigration status, sex, sexual identity, gender, gender identity, gender expression, reproductive health decision making, disability, neurodiversity, medical condition, genetic information, marital or domestic partner status, socioeconomic status, religion, age, military or veteran status, membership in federal or state military reserves, political activity or affiliation, and other categories protected under federal, state or local law. Diversity also includes differences in views, backgrounds, experiences, perspectives, thoughts, interests, ideas upbringing, geographic area, and culture.

Equity is eliminating barriers that might exist and engaging everyone to access opportunities equally. Equity is about supporting each employee with what they need to succeed. GreenWaste strives for equitable representation of employees and the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups.

Inclusion is allowing for a welcoming environment where each member of the team is valued for their authentic self, while providing a culture where safety comes first and there is a sense of belongingness. It involves fostering a sense of belonging and creating a culture where differences are not just tolerated but celebrated and, without fear of discrimination or retaliation, employees are valued, heard, engaged, and involved at work and have opportunities and are empowered to participate, collaborate, contribute, and grow professionally.

Administration of This Policy

The ESG Department is responsible for the administration of this policy. If you have any questions regarding this policy or if you have questions about inclusion initiatives that are not addressed in this policy, please contact the ESG Department.

GreenWaste prohibits retaliation against employees for making good faith suggestions or complaints regarding GreenWaste's inclusion efforts. This policy is not intended to restrict communications or actions protected or required by state or federal law.