

Human Rights Policy

Overview

GreenWaste is committed to compliance with applicable laws and regulations, including any prohibition against human trafficking, slavery or importing goods produced or manufactured wholly or in part by convict, indentured, or forced labor, which includes forced or indentured child labor (collectively “forced labor”). Compliance with this policy is both an ethical responsibility and a component of our reputation and success.

Statement of Policy and Procedures

GreenWaste strictly prohibits human trafficking, slavery and the use of forced labor in its operations, products and services. It is GreenWaste’s policy not to enter a business relationship with any supplier that uses or is suspected of human trafficking, slavery or using any form of forced labor. GreenWaste regularly seeks to assess and prevent the risk of labor abuses in its operations and supply chain. If GreenWaste suspects that its employees, a supplier or any of the supplier's subcontractors is participating in human trafficking, slavery or using forced labor, GreenWaste will timely commence an appropriate investigation, communicate our expectations under this policy, and terminate its relationship if GreenWaste concludes that it is appropriate to do so, including but not limited to if it appears its integrity would be questioned, continuation could contribute to human rights violations or if it is likely that human trafficking, slavery or forced labor is or was used.

It is GreenWaste’s policy to include terms and conditions in our standard contracts, purchase orders or supplier code of conduct that:

- require suppliers and their subcontractors comply with all applicable laws regarding and prohibit participation in or use of forced labor, slavery and human trafficking;
- require suppliers and their subcontractors maintain a reliable system to verify the eligibility of supplier’s and their subcontractors’ workers, including age eligibility and the legal status of foreign workers in compliance with applicable law; and
- require suppliers and their subcontractors promptly report to GreenWaste any violation of our policy that the supplier becomes aware of, including the use of forced labor in their own supply chain, and cooperate with any investigation, audit, questionnaire or inspection of facilities and policies related to or suspected human trafficking, slavery or use of forced labor.
- set out the consequences for violation of these terms and conditions, including GreenWaste’s potential cancellation of the affected purchase and termination of the contractual relationship with the supplier and their subcontractors.

Senior management is fully committed to enforcing this policy in compliance with all laws and in a socially responsible manner. In furtherance of this commitment, senior management will ensure that sufficient resources are provided for the maintenance of internal controls and procedures to implement this policy. GreenWaste’s management will also ensure that

GreenWaste's employees receive sufficient training, appropriate to their responsibilities, to enable them to fulfill their obligations in accordance with this policy.

Employee Responsibilities

It is the responsibility of all GreenWaste employees to immediately report any concerns, complaints or allegations regarding possible violation of this policy either by phone through the Company's ethics hotline, Red Flag Reporting at (888) 478-1050 or <http://www.redflagreporting.com/GreenWaste> or by contacting the Legal Department.

Any employee who becomes aware of any governmental inquiry or investigation regarding human trafficking, slavery or the possible use of forced labor by GreenWaste or in GreenWaste's supply chain shall immediately notify the Legal Department.

Any employee who knowingly violates this policy is subject to appropriate disciplinary action, up to and including termination of employment.

GreenWaste will investigate, address and respond to the concerns of employees and take appropriate corrective action in response to any violation. GreenWaste prohibits retaliation against any employee who on a good faith basis provides information about concerns, makes a complaint or allegation of a violation, or assists in an investigation.

Questions Concerning the Policy

Any questions concerning this policy should be directed to the Legal Department.