

Waste Management Policy

SUPPLIER DIVERSITY

June 2020



What Supplier Diversity Means

At Waste Management, we are working to create an environment where everyone has an opportunity to succeed. As part of our commitment, we are identifying and reaching out to minority, women and service-disabled veteran-owned businesses to work with us and add value to our supply chain.

Our program focuses on maintaining a balance between high levels of service, quality and competitive pricing, while assisting businesses that have been historically overlooked in the procurement process.

Contract Requirement

Company and Supplier shall support the utilization and development of qualified minority-owned, women-owned and service-disabled veteran-owned business enterprises (“M/W/VBEs”) when it makes business sense to do so. Supplier shall have processes to encourage the placement of, and shall make good faith efforts to place, ten percent (10%) of the total dollar amount of the Supplier’s Agreement related purchases of services and materials from M/W/VBEs. For purposes of this Agreement, qualified individuals include, but are not limited to, African-Americans, Latin Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans, service-disabled veterans and women (each, a “Qualified Individual”). For the purposes of this Agreement, to be a M/W/VBE, a business must be at least majority owned by a Qualified Individual or group of Qualified Individuals and its management and daily business operations must be controlled by one or more such Qualified Individuals.

Certification

Company does not have an internal diversity certification program but rather recognizes various third-party public and private sector certifications. The organizations listed below, and their local affiliates, are those whose certifications Company accepts. Other certifications may be accepted on a case-by-case basis after review at Company’s discretion. Those businesses not yet certified as a diverse business are encouraged to apply and to indicate interest in seeking certification. National Minority Supplier Development Council (NMSDC) 1040 Ave. of the Americas, 2nd Floor, New York, NY 10018 www.nmsdc.org/nmsdc/ Phone: (212) 944-2430 Certifies minority-owned businesses NMSDC has 39 affiliate offices located nationwide. Women's Business Enterprise National Council (WBENC) 1710 H. Street, N.W., 7th Floor; Washington, D.C. 20006 www.wbenc.org Phone: (202) 872-5515 Certifies women-owned businesses WBENC has 12 affiliate offices located nationwide. Association for Service Disabled Veterans (ASDV)

P.O. Box 20312, Stanford, CA 94305

www.asdv.org

Phone: (650) 961-3751

Certifies service-disabled veterans

Registration and Reporting

During the Term of this Agreement, Supplier shall maintain a registration on Company's Supplier Registration Website:

<http://suppliers.wm.com/>

Supplier may be required to submit monthly reports of spending with certified M/W/VBE suppliers of goods and services related to this Agreement through the 2nd Tier Portal of the Supplier Registration Website not more than fifteen (15) days after the end of each calendar month during the Term of this Agreement. The website will send Supplier a reminder on the first (1st) day of each month and continue to send reminders until the reporting has been complete. Supplier is encouraged to also report spending with non-certified M/W/VBE suppliers (although such non-certified spending will not be counted toward Supplier's diversity spending goals) and to encourage such non-certified suppliers to seek certification. Company may be able to assist in the certification process on request.