

This policy applies to Casella Waste Systems, Inc., and all of its subsidiary companies (collectively, “Casella”).

Casella acknowledges its responsibility to respect human rights. It is fundamental to the sustainability of our organization and to maintain such respect in the communities in which we operate. Human rights are fundamental principles, and respect for human rights creates better standards of life and freedom for individuals.

Our Core Values (Service, Trust, Responsibility, Integrity, Continuous Improvement and Teamwork) provide the backdrop for how we do business, and it is expected that our employees meet or exceed these high standards. Casella complies with all national, regional and local laws and requirements as they pertain to human rights in the areas in which we do business.

Casella is committed to following the guiding documentation as outlined in the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, The UN Global Compact, and our hiring practices abide by the International Labor Organization Declaration on Fundamental Principles and Rights at Work for minimum and age and child labor. We do not employ children or support the concept of child labor. Casella does, however, foster educational opportunities, training and apprenticeship programs for young people.

Casella prohibits the use of forced labor, including, but not limited to, prison labor, military labor, slave labor and any form of human trafficking. Casella prohibits the use of corporal punishment.

Casella’s working hour, over time, benefits and wage practices comply with applicable federal and state laws, and we compensate our employees competitively for the markets in which they work.

Casella respects the rights and dignities of its employees, vendors, customers, partners, communities in which we serve, and all those affected by Casella’s business. It is Casella’s policy to provide equal opportunity in employment, and to allow for reasonable accommodations for employees to perform their job functions. Equal employment opportunity is a management commitment in every aspect of personnel policy and practice in the selection, placement, compensation, training and advancement of employees.

Casella provides equal opportunity and respects its employees’ rights to join, to form or not to join a labor union. If employees are represented by a legally recognized union, Casella maintains an open dialogue with the union representatives, and bargains in good faith.

Casella has and will continue to provide and maintain safe and healthy working conditions and follow operating practices that will safeguard all employees. This commitment is further described in our Health and Safety Policy. We will not compromise health or safety requirements in exchange for profit or work production.

Casella endeavors to create a workplace for all employees that is safe, built on respect, and free from harassment and offensive conduct.

It is Casella’s expectation that its vendors and contractors will treat their employees and operate in the communities in which they do business in a way that is consistent with the Casella Human Rights Policy. We evaluate and select our vendors and contractors based on our Core Values and the Casella Human Rights Policy, and require that they adhere to all applicable federal and state laws, and stress compliance with International Labor Organization core labor principles.



Grievance mechanism: Casella maintains a confidential whistleblower hotline called Convercent enabling employees to report concerns relating to, but not limited to: accounting discrepancies, ethics violations, fraud, theft, harassment, and workplace and fleet safety. The Company encourages good faith reporting of all concerns and prohibit the retaliation for submission of an incident report. The Convercent web link and toll free-number are included in our employee manual, on our intranet, and on posters displayed at our facilities.

This policy has been approved by the Senior Management team.
Modify only under the supervision of the Senior Vice President of Human Resources.

Updated January 2024