



Code of Vendor Conduct - Human Rights

It is Casella's expectation that its vendors and contractors ("Vendors") 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 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.

As a condition of doing business with Casella, each and every Vendor must comply with the Code of Vendor Conduct – Human Rights. If a Vendor does not comply with this policy that may constitute cause for Casella to terminate its relationship with the Vendor or require implementation of an action plan to cure non-compliance.

Casella may perform assessments to ensure that Vendors are in compliance with Casella's Human Rights Policy. Vendors must cooperate with Casella and provide any information requested necessary to demonstrate compliance with the Code of Vendor Conduct – Human Rights.

- 1. Ethical Standards** – Casella respects the legal, ethical, and moral standards and beliefs of all people and cultures with which we do business, and it is our expectation that our Vendors respect our rules and procedures.
- 2. Wages/Hours** – Vendors will set working hours, wages and overtime pay in compliance with all applicable laws and regulations. Workers shall be paid at least the legal minimum wage, and Vendors will communicate with workers about compensation matters in a timely manner.
- 3. Child Labor** – The use of child labor by Casella Vendors is strictly prohibited. Vendors shall employ only workers who meet the minimum legal age requirement applicable to that geography or position.
- 4. Prison/Military/Anti-Slavery/Human Trafficking** – The use of prison labor, military labor, slave labor, or any form of human trafficking by Casella Vendors is strictly prohibited.
- 5. Discrimination/Harassment** – Vendors of Casella will not discriminate or harass on the basis of any personal status or human rights protected by any law or statute.
- 6. Health/Safety** – Casella is committed to providing and maintaining a safe and healthy working environment in all of the facilities that Casella owns and/or operates. It is the expectation that any Vendor of Casella also provide a safe and healthy environment for all employees in the workplace.
- 7. Environmental Compliance** - Vendors must comply with all applicable environmental laws and regulations, and are required to notify Casella and regulatory bodies in the case of any emergency involving Casella personnel or facilities.
- 8. Freedom of Association** – Casella provides equal opportunity and respects its employee's rights to associate together regarding working conditions, to join, to form or not to join a labor union without fear of retaliation or harassment.