



# Health and Safety Policy Statement

The health and safety of our employees is the first consideration in the operation of our business. Health and safety must be principal in every operation, across all levels of the organization, and is the responsibility of every employee.

It is the intent of Casella to comply with all regulations and laws. To do this we must be aware of the conditions in work areas that can produce injuries. No employee is required to work at a job he or she knows is not safe. Employees must understand that cooperation in detecting hazards and, in turn, controlling them, is a condition of employment. Anything that cannot be immediately corrected needs to be reported to a manager for action.

The prevention of work-related injuries and illnesses is of such consequence that it will be given precedence over operating productivity whenever necessary. To the greatest degree possible, management will provide mechanical and physical facilities required for personal safety and health in keeping with the highest standards.

Casella is committed to maintain a health and safety program conforming to the best management practices of our industry, including but not limited to, CDC guidelines, OSHA standards, and other generally recognized health and safety conventions. To be successful, the program must embody proper attitudes toward injury and illness prevention not only on the part of manager and employees, but also between each employee and his or her co-workers. We believe that only through such a cooperative effort can a safety program be developed and maintained that serves the best interests of all of our employees. Responsibility for management of the overall Safety program, maintaining policies, and helping to train employees resides with Casella's corporate safety team, which consists of a Vice President of Safety, Regional Safety Managers, and various additional staff.

Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of like operations.

To promote alignment, safety performance is an element of executive compensation.

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.

Modify only under the supervision of the Vice President of Safety.

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