



Below are abridged versions of several of Casella's policies as they pertain to our environmental, social, and governance efforts.

Human Rights Policy

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 people 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.

Workforce/Labor Rights

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'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.

Health and Safety

Casella has and will continue to provide and maintain safe and healthy working conditions and follow operating practices that will safeguard all employees. 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.

Vendor 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.

Cyber Security Policy

To maintain the most comprehensive security posture, Casella has developed a Layered Cyber Security Strategy and implemented the SASE (Secure Access Service Edge) Security model to address new attack vectors while also mitigating operational and financial risks. Policies are important for Casella to standardize systems and procedures across the company. For every security measure put in place there must be a policy that is adhered to so that no exceptions exist without knowing of them ahead of time. Risks come in many forms and Casella is working to address this through employee education, multi-factor authentication, email spam and malware scanning, cloud-based edge, and internal identity detection and protection security solutions. Casella's approach is broken into four tiers, Information Security Awareness (ISA) education and training, Threat Mitigation, Threat Control and Threat Response.

Casella's ISA program is designed to educate its employees on their role in securing Casella's strategic, confidential, and corporate information. A robust and enterprise-wide awareness and training program is paramount to ensuring that people understand their IT security responsibilities, and properly use and protect all resources entrusted to them. A variety of means have been employed and are continuously being updated to educate Casella employees and to increase Information Security Awareness.

Casella's Security Architecture is built using a best-available-technology strategy, which uses a variety of leading technologies to create a secure, flexible, and agile platform. Integrated internal and external penetration testing is leveraged to make sure that we accomplish our cybersecurity goals.

Regardless of where our data lives, this model gives Casella the flexibility and agility to adapt to new and emerging security threats, new ways of controlling and mitigating those threats, and taking advantage of new technology trends. Casella's Layered Cyber Security Strategy allows us to control and secure users, apps, devices, and data – anywhere and everywhere.