



We protect what matters.

Environmental Justice Statement (US Operations)

Purpose

One of Stericycle's core values is working tirelessly to safeguard our earth, human health, and quality of life in communities around the world. It is our responsibility to engage community members fairly and meaningfully in the locations where we operate, regardless of background or income. This Statement outlines our commitment to engage with the communities where we operate and to consider and reduce the environmental impacts that our operations may have on overburdened communities.

According to the [US Environmental Protection Agency \(US EPA\)](#), environmental justice (EJ) is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. US EPA also defines an overburdened community (OC) as a minority, low-income, tribal, or Indigenous population or geographic location that potentially experiences disproportionate environmental harms and risks. US EPA asserts that this EJ goal can be achieved when everyone, including those in OCs, enjoys the same degree of protection from environmental and health hazards, and equal access to the decision-making process to have a healthy environment in which to live, learn, and work.

EJ principles align with Stericycle's core values, including:

- We Protect the Environment;
- We Embrace Diversity & Inclusion;
- We Commit to Safety Always; and
- We Do the Right Thing

Ownership

The Office of Government Relations & Public Affairs is responsible for updating the Statement and for management of prior versions. Please direct inquiries to PublicAffairs@stericycle.com.

Community Engagement

As a company that delivers essential services that help protect the public from potentially harmful wastes, we aim to be thoughtful of our neighbors and the communities we serve. This means making a difference in the communities where we operate by being active community participants, maintaining open communication with residents and organizations about our operations, and addressing environmental concerns.

We prioritize providing opportunities for meaningful community involvement including meeting with local leaders, participating and supporting local activities, and documenting, and addressing community complaints.

Stericycle supports local community events, including by encouraging employee volunteerism, membership and/or donations (consistent with our Charitable Donations Policy). We also partner with nonprofit, civic and community organizations to promote job opportunities for residents in partnership with local operations.



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Responsible Operations

We are a leader in regulated medical waste management and secure information destruction, and pride ourselves on the responsible management of our operations. We leverage processes to reduce reliance on natural resources. And we continuously innovate to deliver sustainable solutions and provide a safe environment for employees, customers, and communities where we operate, and minimize potential harm to the environment. We routinely perform internal assessments and audits of operations to help ensure compliance with our operating standards and applicable law.

We have incorporated into our US site selection process a consideration of whether the surrounding area is an OC, using data from publicly available resources such as US EPA's Environmental Justice Screening and Mapping Tool (EJScreen).

ESG & Data Transparency

Stericycle is committed to making continual progress on our Environmental, Social and Governance (ESG) journey, which includes various ESG-related targets and initiatives. These efforts and our progress toward key performance indicators are summarized in our [Corporate Social Responsibility Report \(CSRR\)](#).

Our EJ Task Force, which includes representatives from departments across the company, plays a vital role in aligning and integrating EJ principles, consistent with US EPA's definitions, into our practices and processes. This work is informed by annual review of environmental and demographic data about the areas where we operate, using EJScreen. The EJ Task Force is responsible for annually sharing EJ data with corporate leaders and the public.

Our Commitment

Stericycle is committed to supporting the communities in which we have or will have facilities. Stericycle believes in creating meaningful opportunities for all people, regardless of race, color, national origin, or income, to engage in decisions which have an impact on their environment and communities.

In furtherance of Stericycle's values and commitment to EJ, the Company will:

- Conduct business in an ethical, respectful, and sustainable manner, consistent with our [Human Rights Statement](#).
- Incorporate a consideration of community demographic and environmental characteristics in the US site selection process, using data from publicly available resources such as EJScreen.
- Annually disclose EJ screening information for US-based facilities.
- Maintain open, two-way communication with residents and organizations about the Company's operations.
- Be an active and positive community participant, including encouraging employee volunteerism and donating to charitable organizations consistent with our [Code of Conduct](#) and [Charitable Donations Policy](#).
- Partner with local organizations to help the Company hire from the immediate community, where feasible, when there are open roles.



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- Under the leadership of the Company's cross-functional ESG Steering Committee and EJ Task Force, continue to develop and implement EJ- and ESG-related initiatives (follow along with our progress by visiting our [Corporate Social Responsibility](#) online update).
- Establish an Equity Task Force to drive the success of the Company's Diversity, Equity & Inclusion (DEI) strategy.
- Educate our team members about this Statement and the Company's commitment to EJ.

Revision and Review

Revision Number	1
Original Issue Date	October, 2023

This Statement will be reviewed annually unless changes in relevant laws or business needs require more frequent review/revision. The reviews will assess the effectiveness of this Statement and propose enhancements as needed.