

# Commitment Statement

## HUMAN RIGHTS

### Application

This Commitment Statement on Human Rights (“Statement”) applies to every individual working in or with the Company, at any level or grade, wherever located, including all directors, officers, team members (whether permanent, fixed-term, or temporary). Each party has a responsibility to report any suspected violation of this Statement and supervisors are obligated to take corrective actions as appropriate. Reference to “Company” or “US Ecology” herein means US Ecology, Inc. and all its subsidiaries. The Company is committed to ensuring that each new vendor and supplier we partner with (i) acknowledges having reviewed this Statement; and (ii) certifies as to its willingness to adhere to its principles.

### Purpose

US Ecology operates globally with a mission to provide safe and compliant solutions to protect human health and the environment. This mission compels us to align with the global community with a commitment to human rights.

### Statement

US Ecology respects human rights and seeks to promote a culture that aligns with the International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We are dedicated to avoiding complicity in human rights abuses throughout the enterprise. We seek to establish relationships with vendors and business partners who are committed to the principles contained herein and take corrective actions to remedy any relationship reported to be in violation of these principles.

### Health and Safety

US Ecology is committed to providing a safe and healthy workplace for all team members. US Ecology’s Safety360 program recognizes the importance of providing our team members, contractors, and visitors the knowledge to maintain a safe work environment. US Ecology operates in a manner that is protective of human health and the environment by emphasizing the cycle of continuous improvement and providing tools for team members to recognize and control the hazards surrounding them. Our goal is to eliminate injuries through personal accountability and focus on six critical safety elements that support continuous improvement. We promote a culture where 100% regulatory compliance is the minimum level of acceptance regarding environmental performance. Please refer to US Ecology’s Environmental Commitment and Health and Safety Commitment statements.

## Child and Fair Labor

Team members are paid in compliance with all legal requirements and are provided benefits required by law or contract. We have zero tolerance for child labor, human trafficking, the use of forced or compulsory labor in any form, including the holding of papers or passports to prevent team members from leaving, or charging a fee or deposit for employment.

## Employment Equity

We provide equal employment and advancement opportunities to all individuals. Employment decisions at US Ecology are based on merit, qualifications, and abilities. US Ecology does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, sexual orientation, national origin, age, disability, gender, gender identity, or any other characteristic protected by law.

We partnered with a third party advisor to evaluate our pay practices with the goal of making adjustments to ensure all our team members receive similar pay for similar work.

US Ecology makes reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship. This Statement governs all aspects of employment, including selection, job assignment, compensation, promotion, discipline, termination, and access to benefits and training.

Team members with questions or concerns about any type of discrimination in the workplace are encouraged to bring such issues to the attention of the Company. The Vice President of Human Resources and Company's Equal Employment Opportunity Officer together with the Company's Compliance Officer, are responsible for monitoring compliance with this Statement. Team members can raise concerns and make reports without fear of reprisal. To ensure that senior management is made aware of unresolved concerns, the Company has established a toll-free number and web-based hotline - EthicsPoint®, an independent company that provides employees with a confidential method to report activities or conditions they believe may be unethical, illegal, or in violation of applicable laws and regulations. [EthicsPoint](#)

## Freedom of Association

US Ecology believes in freedom of association where all team members have the right to associate with any group or organization of their choosing, except as may be prescribed by law or where such association is contrary to public safety, prevention of public health or morals or the protection of the rights and freedom of others. The Company does not interfere with, or restrict the rights of, team members who choose

to be a member of a trade union, or to bargain collectively as permitted by local laws and regulations. Furthermore, we recognize the right of team members to strike and have union representatives negotiate on their behalf.

### Rights of Minority Groups/Peoples

US Ecology believes that all humans are equal and are entitled to equal rights and treatment under the law. Further, US Ecology recognizes the rights of ethnic, religious, and linguistic minorities to practice their religion, live according to their customs and tradition, and speak their language. Included in our mission to protect human health and the environment is a commitment to protect the land of indigenous peoples from harm that could be caused by the improper disposal of harmful materials.

### Employment Relationship

US Ecology understands that an open, direct-employment relationship provides a foundation for team members to support themselves, their families, and enables communities to thrive. Contracted and temporary labor may be used on an as-needed or short-term basis; however, temporary workers should not be used in cases where direct employment relationships may be offered. Contracted and temporary workers will be offered direct employment when appropriate and given promotional opportunities.

### Harsh or Degrading Treatment

US Ecology treats its team members in a professional and respectful manner. No team member should endure bullying or harassment of any kind. Bullying can be any offensive act, statement, or display which is meant to humiliate, insult, embarrass, offend, or intimidate. Harassment is unwelcome conduct based on race, color, religion, gender (including gender identity), national origin, age, sexual orientation, disability, or genetic information that creates an environment that a reasonable person would consider intimidating, hostile, or abusive. Physical abuse is not tolerated. This includes the use of any form of corporal punishment, degrading treatment, or language and actions that create a hostile work environment. Please refer to US Ecology's Discrimination and Harassment Policy.

For additional information on the use of this Statement, please contact the Vice President of Human Resources and Equal Employment Opportunity Officer at +1 208 331-8400 or by email at [human.resources@usecology.com](mailto:human.resources@usecology.com).