



TO OUR SUPPLIERS, VENDORS, AND BUSINESS PARTNERS

We have established guidelines to assist our suppliers, vendors, and business partners in upholding ethical business standards. As a crucial part of our success, Southwest Waste Services ("Southwest Waste Services" or "Company") requires compliance with all applicable laws and regulations and precludes any involvement on any activities that may suggest conflicts of interest or improper conduct. Please refer to and follow this Supplier Code of Conduct ("Code") for guidance in conducting all business related to Southwest Waste Services.

RELATIONSHIPS BASED ON TRUST AND RESPECT

In our collaborative efforts, special attention is placed on prioritizing an environment which fosters and promotes teamwork, dignity, and mutual respect. Southwest Waste Services expects that all individuals representing the Company treat others with dignity, respect, and fairness. We are dedicated to maintaining an environment free from discrimination and uphold equal opportunity principles. Suppliers, vendors, and business partners must adhere to all relevant laws pertaining to discrimination in hiring and employment practices.

CONFLICT OF INTERESTS

Ensuring that personal business relationships influence on decisions do not happen for Southwest Waste Services is paramount. Suppliers, vendors, and business partners are expected to report any relationships that could raise concerns about the ability to act objectively in the company's interests to the Procurement team or Company's designee. Disclose any relationships that may pose a conflict of interest to the Procurement Team or Company's designee.

PROTECTION OF COMPANY ASSETS AND CONFIDENTIAL INFORMATION

Southwest Waste Services assets are to be utilized exclusively for the benefit of the Company. The use of Company time, equipment, computer network, supplies, or facilities for personal purposes, as well as removing Company-owned equipment from premises for personal use, is strictly prohibited. Additionally, using Southwest Waste Services property, information, or your position for personal gain or engaging in competitive activities against Southwest Waste Services is prohibited. It is essential to safeguard any confidential or proprietary information of Southwest Waste Services to which you, as a suppliers, vendors, or business partners have access to, and ensure that it remains confidential, refraining from sharing or disclosing it to unauthorized parties.

GIFTS AND ENTERTAINMENT

As a business partner of the Company, you should refrain from offering, giving, or accepting gifts that could potentially compromise or influence sound business judgment. Soliciting favors while representing Southwest Waste Services is strictly prohibited. However, on rare occasions, you may accept or provide novelties, promotional items of nominal value, or modest gifts under the following conditions:

- The gift adheres to Southwest Waste Services' Gift and Entertainment policy.
- Such occurrences are infrequent.
- The gift was not requested or solicited.
- Disclosure of the gift would not cause embarrassment to Southwest Waste Services or the individuals involved.
- The gift is not intended for a governmental official or employee.



ACCURACY OF BOOKS AND RECORDS

Accurate record-keeping is paramount. Any invoices, reimbursement requests, or costs submitted to Southwest Waste Services must be substantiated with thorough and precise documentation. It is strictly prohibited to falsify information, invoices, or records while representing or working for Southwest Waste Services. All transactions must be appropriately authorized, meticulously recorded, and backed by appropriate documentation as necessary or upon request.

COPYRIGHTS, PATENTS AND TRADEMARKS

Southwest Waste Services asserts ownership of all inventions, discoveries, ideas, and trade secrets generated by employees, contractors, or consultants while on the job or utilizing company resources. It is mandatory to return all confidential and proprietary information belonging to Southwest Waste Services upon termination or completion of any assigned work for the company.

CONFIDENTIAL INFORMATION

Southwest Waste Services is committed to complying with applicable laws concerning proprietary, confidential and personal information. Consultants, contractors and suppliers are expected to comply with all applicable laws and regulations governing the protection, use and disclosure of Southwest Waste Services' proprietary, confidential and personal information. Unauthorized disclosures are prohibited.

REGULATORY COMPLIANCE

Southwest Waste Services operates within a highly regulated environment, overseen in the U.S. by agencies such as the Environmental Protection Agency, Department of Transportation, Internal Revenue Service, Occupational Safety and Health Administration, and Department of Labor, along with numerous other federal, state, and local entities. It is imperative that all Suppliers, vendors, and business partners working on behalf of Southwest Waste Services adhere to all relevant laws and regulations.

In conducting business on behalf of Southwest Waste Services, all Suppliers, vendors, and business partners are expected to fully comply with these laws and any other applicable regulations.

COMMUNITIES AND ENVIRONMENT

Southwest Waste Services strives to be a trusted and valued community partner by improving the quality of life in the areas in which we live and work. We expect our contractors, consultants and suppliers to be good corporate citizens and safeguard our environment and natural resources.

SAFETY

Safety is our primary goal at Southwest Waste Services. All contractors, consultants and suppliers are responsible for ensuring that their operations are conducted safely. You are expected to observe all safety rules and practices and to follow instructions concerning safe and efficient work practices.

QUESTIONS

Please get in touch with the Procurement Team at 239-939-5050 or via email at suppliers@swwsfl.com for further assistance.

Please note: This Code of Conduct provides information about specific Southwest Waste Services policies and practices. We urge recipients to carefully review this Code, as it serves as an important resource for understanding your expected responsibilities. The contents of this Code of Conduct should not be interpreted as forming a contract or imposing contractual obligations on the Company, nor do they enhance or expand your legal rights or the Company's legal obligations.