

## **EQUAL PAY STATEMENT FOR JOB CANDIDATES**

USA Environmental, Inc. or the Company is committed to the principle of equal pay for comparable work and to complying with the Puerto Rico Equal Pay Act and other applicable laws regarding equal pay.

The Company has in place an Equal Pay Policy, which applies to employees working in Puerto Rico and the Company's practices with respect to Puerto Rico employees. In addition, the Company conducts annual equal pay audits of its compensation practices following the Uniform Guidelines for the Self Evaluation of Equal Pay in the Workplace of the Puerto Rico Department of Labor.

The Company will provide equal pay to employees who perform comparable work that requires substantially the same duties, abilities, effort and responsibilities under similar working conditions, except if the pay difference is due to the following reasons:

- A bona fide system that rewards seniority or merit;
- A compensation system based on quantity or quality of production, sales or profits;
- The employee's education, training or experience, to the extent that such factors are reasonably related to the specific work in question; or
- Any other reasonable factor other than the sex of the employee.

The Company will not ask job candidates, or their current or past employers, about their current salary or salary history, except that: when the candidate voluntarily discloses the information, the salary may be confirmed by the Company, or when an offer of employment has been made by the Company and the compensation negotiated with the candidate, then the Company may confirm the candidate's salary history.

The Company will not ask candidates or employees, as a condition of employment or as a condition of continued employment, to refrain from asking, discussing, soliciting or disclosing information about their salary or that of other employees. However, the Company's human resources personnel and other employees with access to this information are forbidden from disclosing the same without the written consent of the employee, unless the information arises from a public record. The Company will not provide employees' salary information to another employee or third party, unless required to do so in response to a valid subpoena or other applicable law.

The Company will not dismiss, threaten, discriminate, and/or retaliate against an employee with respect to the terms and conditions of his or her employment because the employee has:

- Disclosed his or her salary or has asked about or discussed the salary of other employees;
- Objected to any act or practice prohibited by the Puerto Rico Equal Pay Act, P.R. No. Act 16-2017 ("Act 16");
- Filed a complaint or claim under Act 16; and/or
- Offered or attempted to offer, verbally or in writing, any testimony, statement or information, as part of an investigation against the Company for violations of Act 16.