



DIVERSITY POLICY

GFL Environmental Inc. (the “**Company**”) recognizes the importance and benefit of having a board of directors (the “**Board**”) and senior management composed of highly talented and experienced individuals:

- (a) who reflect the diversity of the Company’s stakeholders, including its customers and employees and the changing demographics of the communities in which the Company operates; and
- (b) having regard to the need to foster and promote diversity among Board members and senior management with respect to attributes such as gender, age, ethnicity, religion, sexual orientation, disability and other characteristics.

In support of these principles, the Board and the Nomination, Governance and Compensation Committee will, when identifying candidates to nominate for election to the Board or appoint as senior management:

- (a) consider individuals who are highly qualified, based on their talents, experience, functional expertise and personal skills, character and qualities having regard to the Company’s current and future plans and objectives, as well as anticipated regulatory and market developments;
- (b) consider criteria that promote diversity, including with regard to gender, ethnicity, and other dimensions;
- (c) consider the level of representation of women on the Board and in senior management positions, along with other markers of diversity, when making recommendations for nominees to the Board or for appointment as senior management and in general with regard to succession planning for the Board and senior management; and
- (d) as required, engage qualified independent external advisors to assist the Board in conducting its search for candidates that meet the Board’s criteria regarding skills, experience and diversity.

To assist in this process, the Nomination, Governance and Compensation Committee shall be authorized to consider as part of its policies and procedures:

- (a) the periodic evaluation and assessment of individual board members, as well as board committees and the Board as a whole, to identify strengths and areas for improvement;
- (b) the development and maintenance of a director skills matrix that identifies the skills and expertise required for the Board along with potential areas for growth and improvement;
- (c) measures designed to ensure that the nominee recruitment and identification processes are appropriate in terms of depth and scope to foster identification and progression of diverse candidates; and
- (d) to the extent feasible, maintaining an evergreen list of potential candidates that addresses the needs identified through the processes undertaken above.

The Company values the need to retain institutional knowledge, expertise and ensure continuity while fostering Board renewal along with objectivity, innovation and creativity. Given the nature and size of the Company's business and its industry, the Board has determined that while it is committed to fostering diversity among Board members, diversity and Board renewal will be supported through various mechanisms designed to address the needs of the Company (as described elsewhere in this policy) and not through the imposition of term limits. However, the Board will strive to ensure a complement of directors that reflects a range of tenures to encourage appropriate Board refreshment from time to time. Similarly, having regard to the principles set out above, the Board of Directors has established as its objective that women should comprise at least 30% of the Board and aims to promote its objectives through the initiatives set out in this policy with a view to identifying and fostering the development of a suitable pool of female candidates, as well as candidates that reflect other attributes of diversity, for nomination or appointment over time.

Dated: February 9, 2022

Approved by: Nomination, Governance and Compensation Committee
Board of Directors of the Company