

For TrueBlue, Corporate Citizenship means supporting a sustainable economy to ensure people have an opportunity to work in jobs that pay fair wages, use and build their skills, and where they are treated with respect and free of harassment and discrimination. Being a good corporate citizen means we care for the environment and take measures to minimize our footprint, we protect the human rights of our associates in every country where we operate, and we protect the interests of all our stakeholders.

We are committed to our core values and to operating as an ethically responsible and trustworthy company. Our shareholders, clients, employees and others who work with, for, or on behalf of us, rely on us to do the right thing, and this is a responsibility we proudly embrace. As such, a set of policies shape our efforts and inform our behavior. Here we share some of the policies we established to shape our efforts and inform our behavior.

**Ethics**—Our [Code of Conduct and Business Ethics](#) describes the expectations set for our behavior, from our commitment to treat each other kindly to our zero tolerance for fraud, bribery or corruption. It reflects who we are, how we work and is based on our core values and the law. Our Code is supported by our [Anti-Corruption Compliance Policy](#), which, explains the requirements and prohibitions applicable to our operations under the anti-corruption provisions of the U.S. Foreign Corrupt Practices Act ("FCPA"), and all other applicable anti-corruption laws and regulations. Furthermore, we expect our suppliers and their employees to maintain the same standards as TrueBlue, in relation to human and labor rights and the environment, as described in this [Supplier Code of Conduct](#).

**Employee and Human Rights**—Every person deserves to be treated with respect, free of coercion and intimidation, and safe from violence. These are the most basic of human rights. As an employment company connecting hundreds of thousands of people with work annually, TrueBlue recognizes the risks related to violation of human rights in the employment context, including the risk of discrimination, inadequate health and safety in the workplace, forced labor, child labor, and violation of work hours, wages, and benefits rights. Among others, these policies establish the expectations TrueBlue has set to honor these rights: [Equal Employment Opportunity, Disability Accommodations Policy](#), [Prevention of Harassment, Discrimination and Retaliation Policy](#), and [Child and Youth Labor Policy](#).

**Privacy Policy**—This policy explains what information we collect, how we use the information we collect (as well as the human resources data transferred to us for processing on behalf of our customers), and how employees, associates, and interested parties can instruct us to limit the use of that information.

**Occupational Health & Safety**—Establishing and maintaining a safe work environment is the shared responsibility of all TrueBlue, Inc. employees, at all levels of the company. The Company cares about the safety of its employees and associates and has developed safety manuals and guidelines to help ensure a safe work environment, including: [Workplace Safety Policy](#), [Workplace Violence Prevention Policy](#), and [Safety and Injury Prevention Policy](#).

**Environment**—TrueBlue remains committed to managing our environmental impact, including understanding and recognizing opportunities in improving carbon and energy emissions, water usage, and hazardous waste, as well as finding areas to utilize sustainable and renewable product and energy sources. Ongoing efforts and expectations are documented in our [Corporate Environmental Policy](#).