



CHILD AND YOUTH LABOR POLICY

TrueBlue, Inc. complies with all relevant and applicable local, state, federal and international labor regulations, treaties, conventions and principles relating to the protection, welfare and health & safety of children. Furthermore, the Company will not employ any person deemed by local, state, federal or international laws, conventions or regulations to be a child in any capacity in any operation under its control.

As a good corporate citizen, the Company is committed to the principles of protecting children and youth from child labor exploitation. The Company believes that their future development and that of the communities and countries in which they live is best served through education not child labor.

TrueBlue's Child and Youth Labor Policy applies to all its vendors. The use of children and youth labor is not acceptable. Vendors shall not employ any children under the age of 15 or otherwise in violation of applicable law regarding the employment of children. The Form I-9 and supporting documents, which validates age, must comply with the Department of Homeland Security Record Retention and Destruction rules and regulations.

If children and/or youth labor is found at TrueBlue and/or its vendors, the following actions will be taken:

- The child and/or youth will be removed from the work place and given a viable alternative. Emergency child labor intervention must be done always in the best interests of the child and/or youth, and ensure that the child and/or youth is not forced into another child labor working environment.
- Apply all efforts to return any children to school who are found working for the company and/or vendor. Compensation will be provided to the child for the time spent working.
- Vendors will work in close collaboration with a TrueBlue representative in order to ensure that the needs of the child and/or youth are considered as the top priority.

The Company reserves the right to terminate the business relationship, contractual agreements and purchase orders; the cooperation with each vendor will be reviewed on a case-by-case basis.

Employees of TrueBlue who engage in child and/or youth labor will be subject to disciplinary actions including, but not limited to, termination.