

## 1. Purpose & Applicability

TrueBlue, Inc., on behalf of our subsidiaries and affiliates (“TrueBlue”), is successful because of our commitment to our core values, one of which is to “be accountable.”

This commitment to accountability requires TrueBlue to understand our responsibility to and impact on the communities where we work and live. This includes a dedication to understanding and managing our environmental impacts and risks.

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.

The following Corporate Environmental Policy (“Policy”) applies across TrueBlue’s business units, subsidiaries, and affiliates.

## 2. TrueBlue’s Environmental Impact

TrueBlue’s core business operation is as a leading provider of staffing, workforce management, and human resource outsourcing services. As such, TrueBlue does not produce or manufacture any products or materials. Furthermore, TrueBlue does not have large facilities or plants emitting large amounts of carbon or other non-renewable energy. Finally, TrueBlue’s business does not require the usage of hazardous materials.

Nevertheless, TrueBlue understands that certain areas of our business and operations have an impact on the environment. Specifically, TrueBlue has identified the following three areas as having the largest impact on TrueBlue’s emissions and resource footprint:

- ❖ **Travel** – Our various business and operational representatives travel to sell and deliver our services. Furthermore, associates in our staffing, workforce management, and insourcing solutions businesses travel daily to and from customer worksites.
- ❖ **Energy** – TrueBlue’s staffing business operates approximately 650 branches across the United States and Canada. Furthermore, we maintain corporate headquarters and support centers in Tacoma, Washington, and Chicago, Illinois. This requires energy to power the facilities and office equipment within each location.

- ❖ **Office Supplies and Waste** – While TrueBlue does not manufacture products or industrial waste, we do consume office supplies and equipment at our branches and corporate support centers.

### 3. Environmental Sustainability Policies

TrueBlue is committed to the following practices and principles regarding understanding the ecological and improving our sustainability:

- ❖ **Measure and Improve Energy and Water Consumption** – We've begun to study and will continue to explore the feasibility of partnering with an outside energy management service to quantitatively measure the following:
  - Total water usage;
  - Water waste discharge;
  - Recycled water amounts;
  - Waste amounts;
  - Electricity usage;
  - Air emissions; and
  - The percentage of energy derived from renewable and non-renewable sources.
- ❖ **Increased Reporting** – TrueBlue has begun exploring and will continue to assess the steps necessary to report greenhouse gas emission data regarding TrueBlue's operations to the Carbon Disclosure Project (CDP).
- ❖ **Environmental Management System** – TrueBlue has begun evaluating the use of an environmental management system to measure our total energy, water, and waste output as well as identify cost effective ways to reduce our environmental output and source our energy needs from sustainable sources, thus allowing us to decrease our contribution to air emissions.
- ❖ **Environmental Controversies** – TrueBlue's business does not anticipate any adverse environmental controversies. Nevertheless, if TrueBlue did experience any environmental controversies, TrueBlue would remain vigilant in providing a response proportional to the controversy and as required by applicable environmental standards.
- ❖ **Understanding Climate Changes Impact on Our Business** – TrueBlue is committed to understanding and responding to climate change risks and acting upon identified opportunities to combat climate change. For example, TrueBlue operates facilities in areas affected by hurricanes. Because of this, TrueBlue has carefully studied the negative impact hurricanes have on our existing customers combined with the positive impact we have in our communities when we assist in hurricane recovery and rebuilding efforts.

- ❖ **Decrease Energy, Water, and Waste Usage** – TrueBlue is dedicated to exploring practical and cost effective solutions to finding ways to decrease its total energy, water, and waste output. Furthermore, TrueBlue is committed to further understanding and mitigating its operational and business risks associated with water withdrawal and water scarcity.
- ❖ **Limited Business Travel** – When practical, TrueBlue’s sales and operational representatives will limit their use of airplane and car travel, instead relying upon video conferencing and other technical solutions to reduce emissions from travel. Additionally, we require employees and third party vendors to use public transportation when traveling for business on behalf of TrueBlue.
- ❖ **Improved Fleet Fuel Economy** – TrueBlue utilizes a third party to help TrueBlue recognize savings opportunities in its use of airline and car rental services. As part of this initiative, TrueBlue will (a) disclose its estimated total carbon emissions from TrueBlue’s business and car rental travel; and (b) identify practical and cost effective car rental options with low emission vehicles.
- ❖ **Sustainable Product Sourcing** - TrueBlue’s purchasing, facilities, and real estate departments will seek to increase TrueBlue’s sourcing and purchasing of sustainable and recycled products when purchasing office supplies, furniture, and office equipment for TrueBlue branches and corporate support centers. Furthermore, TrueBlue’s purchasing functions will ensure environmental and sustainability factors are taken into account when purchasing supplies.
- ❖ **Decreased Paper Usage** – Through increasing communications to corporate support and branch staff about the importance of “think before you print” and increasing the use of electronic documents, TrueBlue commits to finding creative measures to lessen our usage of paper products.
- ❖ **Recycling Programs** – As discussed further below, our facilities are dedicated to a number of recycling measures, including (a) recycling used technology and furniture products; (b) encouraging employees to recycle used electronic products; and (c) recycling products and product packaging our business consumes. Because we do not produce physical materials or products for consumer consumption, we do not maintain a production or consumer product waste management or recycling program.
- ❖ **Compliance with Laws** – As in all areas of compliance, TrueBlue commits to remaining compliance and requiring suppliers to comply with all environmental laws, rules, and regulations pertaining to TrueBlue’s business operations.
- ❖ **Corporate Citizenship Committee** – Our employee and management led Corporate Citizenship Committee will meet at least quarterly and, as part of the committee’s focus on improving TrueBlue’s impact on our community, will involve necessary internal department representatives and stakeholders to work to continuously understand and improve the environmental impact of our business and operations.

## 4. Headquarters and Branch Operations

TrueBlue's most significant environmental impact comes from operation of our corporate support centers and branch locations throughout the United States and Canada. While TrueBlue continues to improve understanding and improving our environmental impact, we have already made changes and instituted policies that positively contribute to lasting sustainability.

At our **Tacoma corporate headquarters** and **Chicago corporate support center**, TrueBlue has taken the following steps:

- ❖ **Limited Energy Consumption** - We limit energy consumption by:
  - Using smart thermostats to turn off/on during work hours;
  - Purchasing Energy Star compliant computers;
  - Disabling screensavers;
  - Automating sleep/shutdown after periods of non-use;
  - Transitioning our Tacoma headquarters from a full-service kitchen to a self-service market with only ready-to-eat food, thus reducing our energy foot print, food waste, trash, recyclables and water consumption;
  - Retrofitting our fluorescent lighting systems to a more efficient LED system that will reduce energy use and hazardous mercury waste;
  - Shipping packages "Ground" by default instead of Next or Two Day Air;
  - All offices, closets and rooms at our Chicago support center have occupancy sensor lights;
  - Restrooms at our Chicago support center are equipped with hand dryers and aerators have been installed in all sinks.
- ❖ **Sustainable Product Use** – TrueBlue uses:
  - Compostable plates and clamshells for our food service;
  - Paper that contains a minimum of 30% recycled and FSC Certified paper;
  - Remanufactured toner and print toners with organic dyes;
  - Recycled packaging;
  - Only green and non-toxic cleaning products through our janitorial service;
  - Reusable containers and offer the use of ceramic mugs & glass pints to guests;
  - Fair trade coffee; and
  - We have recently installed a number of water bottle refill stations in our Tacoma headquarters, thus lessening the use of plastic bottles.
- ❖ **Recycling Initiatives and Practices** – TrueBlue:
  - Recycles small electronics batteries from end users' electronic devices, toner cartridges, office paper and cardboard, and aluminum cans, metals, glass, and plastic bottles;

- Recycles all light bulbs & ballasts and we send all fluorescent bulbs to recycling facilities;
- Recycles company electronic devices;
- Encourages staff to bring personal electronics to be recycled with company devices, and allows staff's personal electronics to be recycled by our e-waste vendor; and
- Donates or recycles unneeded furniture.
- ❖ **Decreased Paper Usage** – TrueBlue encourages staff to aim for a paperless office.
- ❖ **Energy Reclamation** - We reclaim energy that is removed from our data center to provide heating for the building.
- ❖ **Decreased Hazardous Waste** – Our landscaping consists of plants that don't require additional watering, pesticides or fertilizer. Additionally, our cleaning products are non-toxic.
- ❖ **Public Transportation** - We encourage staff to utilize public transportation or work from home and provide bike racks, lockers and showers at our Chicago corporate support center to support that choice.

At our branch locations, TrueBlue practices the following:

- ❖ We open branches in strategic locations based on, among other factors, how close the branches are to public transportation areas and how close the branches are located to where our workers' live, thus lowering emissions from associates' transportation to our branches.
- ❖ Our branches have greatly increased usage of our JobStack technology, which allows for remote dispatch for associates, thus significantly reducing the need for associates to travel to and from branches.
- ❖ Our branches pay associates with electronic pay cards. This lessens the need for paper in the branches and reduces the need for associates to travel to branches.
- ❖ We work with our landlords and real estate brokers to identify facilities and solutions to power the branches that will minimize our environmental impact.

## 5. Water & Electricity Use

TrueBlue's largest source of water and electricity usage is our Tacoma corporate headquarters.

In 2018, TrueBlue's Tacoma corporate headquarters consumed the following amount of water and electricity:

- ❖ **Water usage:** TrueBlue's corporate headquarters consumed approximately 2,502 hundreds of cubic feet (CCF) of water, or approximately 1,871,626 gallons of water. TrueBlue is committed to further understanding and mitigating its operational and business risks associated with water withdrawal and water scarcity. We continually monitor
- ❖ **Electricity usage:** TrueBlue's corporate headquarters consumed 4,583,800 KWH of power consumption during the calendar year 2018. According to data provided by corporate headquarters' utility provider, approximately 85% came from hydro sources; 5% from wind sources; 5% from nuclear sources, while approximately 94% was claims on resources while 6% was generated from market purchases.

## 6. Technology

TrueBlue technology solutions and strategies have a positive impact on the environmental impact of our business and the associates and candidates we put to work. This includes:

- ❖ JobStack – PeopleReady's JobStack application allows associates to take work and customers to post jobs without the need for paper applications or to travel to and from branches to be dispatched for work;
- ❖ Affinix – PeopleScout's Affinix solution for recruitment placement outsourcing includes video conferencing, lessening the need for candidates to travel to and from job interviews;
- ❖ We continue to move large amounts of corporate data from on-site servers to a shared cloud-based environment, lessening our reliance on maintaining large and energy intensive on-site servers;

## 7. Third Party Providers

TrueBlue's Supplier Code of Conduct requires all TrueBlue vendors to commit to protecting the environment and responding to the challenges posed by climate changes, including:

- ❖ Suppliers shall comply with all applicable environmental laws and regulations regarding hazardous material, emissions, and waste/wastewater discharge. Suppliers shall obtain and maintain all necessary environmental permits and registrations. Suppliers shall comply with any environmental reporting obligations required by applicable law.
- ❖ Suppliers shall endeavor to use policies and procedures to reduce its waste, water, and energy consumption.

- ❖ Suppliers shall identify any hazardous materials or other materials posing a threat to the environment and take the steps to ensure the proper handling, movement, transportation, storage, use, and disposal of such materials.

TrueBlue requires all suppliers and vendors to meet the same or substantially similar standards as contained in this Policy.