
Purpose

TrueBlue Inc. and its subsidiaries worldwide (“TrueBlue”) are committed to a work environment that is free from human trafficking, forced or compulsory labor, unlawful child labor, or slavery (“human trafficking”). TrueBlue will not tolerate human trafficking in any part of our organization or within our supply chain. This Policy complies with the Federal Acquisition Regulations (“FAR”) sections concerning Combatting Trafficking in Persons, the U.K. Modern Slavery Act 2015, and Australia Modern Slavery Act 2018.

Application

The Policy applies to everyone at TrueBlue. This includes the members of the Board of Directors and all officers and other employees of TrueBlue and its subsidiaries worldwide (“Employees”). For convenience, the definition of Employees will include any independent contractors. The Policy also applies to third parties, including consultants, agents, vendors, suppliers, intermediaries, joint venture partners and any other business partners acting on TrueBlue’s behalf (“Third Parties”).

Requirements

Employees and Third Parties must not engage in any practice that constitutes human trafficking. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons;
- Procuring commercial sex acts in the performance of any work;
- Destroying, concealing, confiscating, or otherwise denying access to an individual to that individual’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions, such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding the key terms and conditions, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided by TrueBlue), any significant cost to be charged to the candidate, and, if applicable, the hazardous nature of the work;
- Using third party recruitment companies or agents that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees;
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment;
- If required by law or contract, failing to provide or arrange housing that meets the host country’s housing and safety standards;
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

Due Diligence

TrueBlue has undertaken actions and is committed to maintaining and improving its systems and processes to eradicate human trafficking in its supply chains. As part of that initiative, we employ a tailored due diligence process intended to:

- Identify, assess and mitigate potential risk areas in our supply chains;
- Communicate the Policy to Employees and Third Parties and provide risk-based training;
- Implement controls, including contractual provisions flowing down supply chains and certification of compliance;
- Monitor potential risk areas;
- Protect whistleblowers

Audits

TrueBlue will perform investigations and audits to verify that business is being conducted in compliance with this Policy. All Employees and Third Parties through whom TrueBlue conducts business are required to fully and promptly cooperate with TrueBlue's internal and external counsel, auditors and investigators, and must respond fully and truthfully to their questions, requests for information, and documents. Third Parties must be able to demonstrate compliance with this Policy at the request and satisfaction of TrueBlue.

Violations

Any TrueBlue Employee or Third Party found to engage in prohibited practices will face discipline, up to termination of employment or the business relationship and may face prosecution.

Responsibility & Reporting

Questions about this Policy should be directed to TrueBlue's Chief Ethics and Compliance Officer at ethics@trueblue.com.

Our "Be True" value reflects the Company's commitment to ensuring that ethics are at the center of the way we work. All Employees must model Be True by immediately raising human trafficking concerns and reporting any suspected or actual violation of this Policy through these reporting channels:

- ComplianceAlert (anonymously) at www.truebluecompliancealert.com, by marking the appropriate area of concern. Or by phone in the U.S. and Canada at 855-70-ALERT. International callers should dial 001 855 70 25378.
- Chief Ethics and Compliance Officer
- General Counsel

No Retaliation

The Company has an open-door philosophy to ensure that anyone who brings forward concerns, or assists, participates or testifies in an investigation will be free from retaliation or other detrimental action. Any reprisal against any Company Representative for reporting a suspected violation, in good faith, is strictly forbidden. Accordingly, the Company will strictly discipline, up to and including terminating, any Employee that retaliates against another for

bringing forward information or participating in an investigation or audit. For more information on the Company's commitment to anti-retaliation and open-door philosophies, see TrueBlue's Anti-Retaliation Policy.