

Statement Criteria:

Brief Policy Description: The Human Rights Statement reiterates TrueBlue's commitment to human rights, equal opportunity, anti-discrimination and harassment, anti-human trafficking.

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Applies to: All employees, officers, and directors of TrueBlue, Inc. ("TBI") and its subsidiaries

Purpose

TrueBlue strives to promote equality, diversity, and respect for human rights in everything we do. This statement reiterates and summarizes various policies that address topics related to human rights.

Introduction

Employees are encouraged to ask questions and seek any follow-up information that they may require with respect to the matters set forth in this Statement. Please direct all questions to the Contact provided above.

For TrueBlue, Inc. and its subsidiaries worldwide ("TrueBlue" or "the Company"), corporate citizenship means ensuring people have access to jobs that pay fair wages, make use of and build their skills, and take place in an environment where they are treated with respect. It means protecting the human rights of our associates and understanding the impact we have on our workforce and the communities where we operate.

This Statement on Human Rights establishes our philosophy but does not stand alone. This document restates and summarizes our policies and practices related to Human Rights, which are more comprehensively addressed through specific internal policies, including our Code of Conduct. All TrueBlue employees complete annual training on our Code of Conduct and the Company may periodically conduct additional training relating to other human rights policies and implementation.

Anti-Modern Slavery, Human Trafficking, and Child Labor

TrueBlue absolutely and unequivocally condemns human trafficking and slavery. Our hiring procedures, screening, and documentation minimize the risk of slavery and human trafficking. We are committed to creating a work environment that is free from human trafficking, forced or compulsory labor, unlawful child labor, or slavery (collectively, "human trafficking"). TrueBlue never charges a fee, directly or indirectly, to an applicant or associate for recruitment, assignment, or job placement. We never hold the work authorization documents such as passports or immigration documents of our applicants or workers.

Our Anti-Human Trafficking and Modern Slavery Policy and Modern Slavery and Human Trafficking Statement comply with the Federal Acquisition Regulations ("FAR") sections concerning Combatting Trafficking in Persons and the U.K. Modern Slavery Act 2015.

Children Deserve Education, Not Forced Labor

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. As such, the Company complies with all relevant and applicable local, state, federal and international labor regulations, treaties, and principles relating to the protection, welfare and health & safety of children.

Policies Extend to Supply Chain

We expect our diverse group of clients, customers and suppliers to share in our commitment to opposing slavery and human trafficking as well as child labor in all forms within our supply chains.

These policies guide our business dealings with all clients, customers and suppliers with whom we contract directly or whom we appoint to act on our behalf. TrueBlue will not tolerate human trafficking or child labor in any part of our organization or within our supply chains. The Company has implemented practices and is committed to maintaining and improving its systems and processes to eradicate human trafficking in its supply chains. TrueBlue will perform investigations and audits to verify that business is being conducted in compliance with our policy.

Diversity, Anti-Discrimination & Harassment

We commit to fostering a culture of diversity and inclusion

We value the benefits that come from a diverse and inclusive workforce. Diversity provides a broader range of perspectives and capabilities. Our commitment to seeking the best talent and creating a diverse, inclusive workforce gives us a distinct business advantage.

We foster a diverse and inclusive culture, where every employee has an opportunity to contribute and grow. We commit to seeking the best talent and retaining a workforce that reflects our communities and the communities we serve.

Equal Opportunity Demands Anti-discrimination

We hire, retain and promote on individual merits and qualifications. These actions may never be made on a discriminatory basis. TrueBlue is committed to providing equal employment opportunities for all persons regardless of race, color, gender, sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy), creed, religion, religious creed (including religious dress and grooming practices), age (over 40), marital or family status, medical condition (cancer and genetic characteristics), national origin (including language use restriction), citizenship, mental or physical disabilities, veteran and military status, ancestry, HIV and AIDS, sexual orientation, gender identity and expression, genetic information, on-the-job injuries, or any other basis protected by law.

Accommodations

Our commitment to provide equal and meaningful opportunity to work extends to qualified persons with disabilities and to complying fully with the Americans with Disabilities Act (ADA). Pre-employment inquiries are made only regarding an applicant's ability to perform the duties of the position. Reasonable accommodation is available to all disabled employees, where their disability affects the performance of job functions. Our Disability Accommodation Policy also covers conditions related to pregnancy, lactation, and childbirth. All employment decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individual.

No Harassment, No Bullies

The Company prohibits workplace harassment wherever it occurs whether in the office or off-site at social functions sponsored by the organization (such as holiday dinners, picnics, sporting events, etc.) and business functions (such as conventions, client meals, team meetings, trade shows, etc.). The Company does not tolerate racism, sexual harassment, workplace violence, or conditions that create an abusive or hostile work environment by any of its employees, supervisors, or manager; by any others who work with, for, or on behalf of the Company, such as our clients and third parties; and when making any employment decisions.

The Company complies with federal, state, and local equal employment opportunity laws and strives to keep the workplace free from all forms of illegal harassment, racism, discrimination, systemic discrimination, including, quid pro quo, racial and sexual harassment, or retaliation. The Company considers illegal harassment/discrimination and retaliation in all forms to be a serious offense. Our policies are designed to protect all applicants, candidates, and employees—both regular staff and associates—from discrimination in all aspects of the pre-employment and employment relationship. These protections extend to all practices and decisions, including, but not necessarily limited to, recruitment, pre-qualification and hiring practices, transfers, appraisal systems, promotions, training, career development programs, termination, working conditions, compensation, benefits and reductions in force.

Labor Rights are Human Rights

Health and Safety

TrueBlue, Inc. believes that everyone benefits from a safe and healthy workplace, and that the safety and health of every employee is critically important. We recognize that our employees are our most valuable assets. We believe that no job is so important and no service so urgent that we cannot take the time to ensure we perform work as safely as possible. As such, the Company has adopted safety programs and policies to ensure a safe and healthy workplace. If accidents do occur, we commit to helping our injured employees return to productive work. In order to create an environment where employees freely share safety concerns, we established that all employees at every level of the Company are expected to report or correct unsafe conditions as soon as possible. The Company developed safety manuals and guidelines and employees and supervisors receive periodic workplace safety training. The training covers potential safety and health hazards and safe work practices and procedures to eliminate or minimize hazards.

TrueBlue fosters a workplace that is safe and free from physical intimidations, threats of violence, physical abuse and weapons of any kind. We take appropriate and swift action to address and stop workplace violence if it occurs. Subject to applicable laws and regulations, employee possession of firearms is prohibited on Company premises or while conducting Company business. All employees have an obligation to report any incidents that pose a risk of harm to employees or others associated with the Company or which threaten the safety, security or financial interests of the Company.

Fair Pay for All Hours

Our Company is in the business of employing people. As a Company, we are committed to paying our employees accurately based on all applicable laws. It is TrueBlue's policy to comply with the salary basis requirements of the countries in which we operate, including the U.S. Fair Labor Standards Act and any applicable state or local jurisdictional wage requirements. Our salary administration program was created to achieve consistent pay practices and offer competitive salaries.

The Company ensures all its employees are compensated for all hours worked. When operating requirements or other needs cannot be met during regular working hours, employees may be scheduled to work overtime hours. Overtime compensation is paid to all nonexempt (hourly regular and temporary) employees in accordance with federal and state wage and hour rules and regulations.

Freedom of association & Collective Bargaining

TrueBlue encourages employees to work collaboratively and directly with their TrueBlue teams to address concerns and grievances, and to keep open lines of communication for constructive dialogue to resolve disagreements. TrueBlue prohibits retaliation and will not discharge, or in any other manner discriminate against, employees or applicants because they participated in collective bargaining actions or inquired about, discussed, or disclosed their own pay or the pay of another.

Keeping Private Data Secure

The nature of our business requires us to use, store, and transmit sensitive data, including personal information (PI) about recruits, candidates, contingent workers, permanent placements, our employees, and our customers. We and our vendors established a set of policies and procedures to help protect this information. The collected policies are organized in accordance with ISO 27001:2013, Information Technology – Code of Practice for Information Security Management, an international standard—and in compliance with other regulations and mandates, where applicable. These policies incorporate compliance with applicable data privacy, protection, and security rules and regulations across various jurisdictions. TrueBlue's Chief Information Security Officer owns the policies and reports to the Innovation and Technology (I&T) Committee of the Board of Directors.

Access, transfer and release of personal information must be accomplished only according to our policies and applicable data privacy laws.

Using responsible, effective, and compliant privacy and data protection practices is a team effort involving the participation and support of every TrueBlue employee, contractor, and third-party vendor who processes personal data. Our Data Protection and Privacy Policy and connected practices are designed to provide protect personal data and personally identifiable information collected, stored, used, and processed by any TrueBlue User providing services to TrueBlue and its customers and clients.

Expect and Encourage Reporting of Violations

Maintaining ethical standards is the responsibility and obligation of every employee. Early identification and resolution of ethical issues that may arise are critical to maintaining our commitments to our employees, customers, shareholders, temporary employees, regulators and members of the communities in which we live and work.

We encourage and expect employees, partners, vendors, and third parties who believe that they have been subject to or witnessed unethical behavior, violations of our policies, or illegal acts to immediately report the incident. Reports can be submitted verbally or in writing to the Chief Ethics & Compliance Officer, General Counsel, Vice President of Human Resources, or to ComplianceAlert at www.truebluecompliancealert.com or by phone in the United States at (855) 70-Alert and if outside of the U.S., refer to the number provided on the website for your country.

Reported violations of laws or policies will be promptly, timely, thoroughly, and objectively investigated. employees found to have engaged in discriminatory conduct or retaliation will be subject to immediate disciplinary action, up to and including possible termination.

TrueBlue Will Not Retaliate for Good Faith Reporting

Retaliation may be defined as an adverse job decision made against an employee due to the employee filing a complaint or report of a potential violation of Company policy or of applicable laws and regulations or due to an employee testifying, assisting, or participating in an investigation, court proceeding or hearing, etc. Consistent with the Company's Anti-Retaliation Policy, TrueBlue, Inc. will not tolerate retaliation by any employee (or non-employee) against anyone who in good faith reports a potential violation of policy or the law. This includes any Company employee, associate, supervisor or manager, or TrueBlue client and vendor.

This policy is neither exhaustive nor exclusive. The Company is committed to taking all actions necessary to ensure our business practices and behaviors protect the human rights of all candidates, applicants, associates, employees, and partners and to ensure compliance with all other applicable federal, state, and local laws. [For more details, read TrueBlue, Inc.'s Code of Conduct, Supplier Code of Conduct, and additional collected policies.](#)