

Modern Slavery and Human Trafficking Statement

This statement is made by TrueBlue, Inc. and its subsidiaries including TMP (UK) Limited (together, the "Company") in accordance with the UK Modern Slavery Act 2015 and sets out the Company's commitment and steps taken toward ensuring that slavery and human trafficking was not taking place in our business and supply chains during the fiscal year ending 31 December 2021.

Our Business

The Company is a leading provider of specialized workforce solutions, helping clients improve growth and performance by providing employer branding, communications, talent advisory, staffing, workforce management, and recruitment process outsourcing (RPO) solutions.

As an employer branding, talent advisory, and RPO provider covering full RPO to Volume Recruitment and Project RPO, we develop, implement and administer assessment and selection processes that support equality, diversity and inclusion and deliver a positive candidate experience at each stage of the selection process. The selection tools developed greatly minimize the risk of slavery and human trafficking within our recruitment processes and business operations, as we do not have a traditional supply chain.

Our Commitment to Compliance

The Company's Modern Slavery and Human Trafficking Statement guides our business dealings with all clients, customers and suppliers with whom we contract directly or whom we appoint to act on our behalf. We expect our diverse group of clients, customers and suppliers to share in our commitment to opposing slavery and human trafficking in all its forms and operating a system of controls to ensure compliance within our supply chains.

Our Code of Conduct and Policies

All Company employees have an obligation to familiarise themselves with our Code of Conduct and Business Ethics (Code) and the Modern Slavery and Human Trafficking Policy (Policy). Using the Code and Policy, we strive to create a culture of respect and inclusion and communicate our strict prohibition against any action comprising or facilitating forced or child labour, human trafficking or modern slavery within our business. These core documents offer strong guidance to our employees and partners to conduct our business according to the highest ethical standards and provide clear mechanisms to report unethical conduct without fear of detriment. The Code and Policy work in conjunction with and complement Company's Equal Opportunity and Whistleblowing Policies, and the Supplier Code of Conduct, which requires all prospective suppliers to certify their compliance with the modern slavery requirements.

All employees are required to complete training and certify to the Code annually to build knowledge and maintain accountability. The Policy and the Code are available to all employees through the employee self-service system.

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Further Steps

As a recruitment process outsourcing company, the risk of slavery in our supply chain is low. However, in compliance with our statutory obligation to set out the steps we will take to ensure that modern slavery and human trafficking is not taking place in our supply chains, the Company has introduced and/or is in the process of introducing appropriate measures including the following:

1. Conducting due diligence to determine whether our suppliers have the potential to be exposed to modern slavery and human trafficking violations, so that potential risks are detected and rectified early, and preventative measures are put in place;
2. Communicating our Supplier Code of Conduct to suppliers and seeking positive assurance of agreement therewith;
3. Identifying certain members of the procurement and legal teams to monitor compliance with law, policy and process across the business. The team is charged with building a risk-tailored due diligence and continuous monitoring programme that is mindful of the fact that we are not in control of each individual's conduct within our network of third-party organisations. The programme will include audits that will assist us in measuring how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.
4. Drafting contractual provisions requiring our suppliers to confirm their commitment to the prevention of modern slavery and human trafficking and ensuring that they flow the terms down to their own network of suppliers, subcontractors and agents.

Remediation

Any modern slavery related concerns can be raised through the Company's existing reporting mechanisms: our Whistleblower Policy or ComplianceAlert hotline. This applies to any potential issues within either our workforce or supply chain. These reporting mechanisms provide an opportunity for victims or interested parties to anonymously raise modern slavery concerns about the Company or its supply chain. Matters raised will be handled in accordance with the policies

Any reports of misconduct are taken seriously by the Company. They will all be assessed carefully to determine whether an investigation is required. While the circumstances of each report may require different steps in response, the Company will assure each response is completed by someone with independence from the allegations in a fair and impartial manner, and as quickly and as efficiently as the reported misconduct permits.

As necessary, we will engage with our suppliers to raise modern slavery risks and understand risk mitigation steps implemented by such supplier. If we believe there is a possibility of criminal activity, we will report it to the proper authorities.

Modern Slavery and Human Trafficking Statement

Overall responsibility for ensuring that the Modern Slavery and Human Trafficking Policy and its implementation comply with our legal and ethical obligations will be with the leadership team. The statement and its application will be reviewed on an annual basis.

This statement is signed by Andrew Wilkinson in his position as Executive Leader, Group Managing Director of EMEA & APAC of TMP (UK) Limited.

This statement is signed by Garrett Ferencz in his position as EVP Chief Legal Officer of TrueBlue, Inc.

Andrew Wilkinson
Executive Leader, Group Managing Director of EMEA & APAC
TMP (UK) Limited

Date



Garrett Ferencz
EVP, Chief Legal Officer
TrueBlue, Inc.



Date

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This statement is signed by Garrett Ferencz in his position as EVP Chief Legal Officer of TrueBlue, Inc.



Andrew Wilkinson
Executive Leader, Group Managing Director of EMEA & APAC
TMP (UK) Limited

19th June 2022
Date

Garrett Ferencz
EVP, Chief Legal Officer
TrueBlue, Inc.

Date