



Accessibility Statement

At TrueBlue, we are committed to ensuring that we provide a safe, welcoming, barrier-free and accessible environment for our employees, customers, suppliers, job applicants, visitors and other stakeholders who enter onto our premises, do business with us, access our website or communicate with us. This applies in relation to employment with our Company, and with respect to areas such as customer service, the built environment, information and communication, and transportation.

As an organization, we are responsible for ensuring that our employees, as well as our facilities, policies, business practices and systems comply with the governing legislation and relevant best practices with regard to the accessibility for individuals with disabilities in a way that promotes their dignity and independence. To that end, we have implemented policies and training programs for employees which address specific issues.

These programs are tailored to particular groups of managers and employees, and include information on topics such as:

- non-discriminatory job posting, interviewing, hiring and employment practices;
- accommodating job applicants and employees with disabilities;
- communicating with customers with various types of disabilities;
- communicating clearly and concisely by telephone;
- the use of assistive devices and alternatives to telephone and written communications;
- the use of service animals and support persons;
- the provision of invoices/bills in accessible format or with communication supports;
- notices of temporary disruptions;
- our process for receiving and responding to feedback about the manner in which we provide services and facilities to persons with disabilities; and
- relevant policies, practices and procedures.

We each play a role in ensuring that employees, customers, and other stakeholders with disabilities are treated fairly and in a manner that respects their dignity and independence.