

### **Purpose**

TrueBlue and its subsidiaries worldwide (“TrueBlue or “The Company”) is committed to promoting equality, diversity, and respect for human rights in all our operations. This policy outlines our dedication to upholding human rights, ensuring fair treatment, and fostering a safe and inclusive work environment. This policy summarizes our stance on human rights and complements our related internal policies, including our [Code of Conduct](#).

### **Understanding this Policy & Reporting Concerns**

All Company employees have an obligation to familiarize themselves with [The Code](#) (our Code of Conduct and Business Ethics) and related policies. Using the Code and Policies, such as this Human Rights Policy, we strive to create a culture of respect and inclusion and communicate our strict prohibition against any action that impinges on the Human Rights of our employees, applicants, and business partners.

We encourage all employees to seek clarification and further information regarding this policy from the designated contact person. TrueBlue’s Chief Ethics and Compliance Officer at [ethics@trueblue.com](mailto:ethics@trueblue.com). Report any suspected or actual violation of this policy through the following reporting channels:

- ComplianceALERT (anonymously) at [www.truebluecompliancealert.com](http://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

### **Anti-Modern Slavery, Human Trafficking, and Child Labor**

TrueBlue, Inc. and its subsidiaries worldwide (“TrueBlue”) are committed to a work environment free from human trafficking, forced or compulsory labor, or slavery (“human trafficking”). TrueBlue will not tolerate human trafficking in any part of our organization or within our supply chain. The Company upholds the United Nations Global Compact Principle 4, the elimination of forced and compulsory labor, and Principle 5, the abolition of child labor. This policy complies with the U.S. Federal Acquisition Regulations (“FAR”) sections concerning Combatting Trafficking in Persons, the U.K. Modern Slavery Act 2015, and Australia Modern Slavery Act 2018.

New TrueBlue employees and associates complete an onboarding process that includes signing an employment contract that outlines the terms of their employment and their rights. Every individual who works at TrueBlue must do so of their own free choice. TrueBlue does not require forced labor or coerce any individual to perform work nor do we destroy, conceal, confiscate, or otherwise deny access by an individual to that individual’s identity or immigration documents. We do not prohibit employees from leaving their place of employment nor do we charge applicants or candidates a placement or recruitment fee.

TrueBlue has undertaken actions and is committed to maintaining and improving its systems and processes to eradicate human trafficking in its supply chains.

### **Prohibition of Child Labor**

TrueBlue, Inc. complies with all relevant and applicable local, state, federal, and international labor regulations, treaties, conventions, and principles relating to the protection, welfare, and health and safety of children. It is Company policy to not employ minors under the age of 18, regardless of the type of position. Should a situation arise where an exception to this policy is needed, it must be reviewed and approved by the Legal Department. In no circumstance, will employment of a minor be permitted in a dangerous job as defined by the U.S. Fair Labor Standards Act (FLSA) and its regulations. In all circumstances, employment must comply with all applicable regulations and federal, state, and local laws. We verify the age of our employees at the time of hire and have processes to prevent child labor and measures in place to remediate any violations that may arise.

### **Diversity, Anti-Discrimination & Harassment**

TrueBlue's Diversity, Equity, and Inclusion mission is to foster a diverse and inclusive culture where every employee has an opportunity to contribute and grow while meeting the changing needs of the marketplace. We seek the best talent and retain a workforce that reflects our communities and the communities we serve. Our inclusive hiring policy includes a systematic approach to promotions and hiring that ensures diverse recruiting, candidate slates, and inclusion.

Our Global DEI Council, composed of employees across multiple service lines, works with Company leaders to create an inclusive workplace free of discrimination, harassment, and reprisal, where integrity, fairness, teamwork, and equity are the norm.

### **Equal Opportunity Demands Anti-discrimination**

TrueBlue hires, retains, and promotes based on individual merits and qualifications, ensuring no discriminatory practices. We are committed to providing equal employment opportunities regardless of race, color, gender, sex (including pregnancy-related conditions), creed, religion, age (over 40), marital or family status, medical condition, national origin, citizenship, disabilities, veteran status, ancestry, sexual orientation, gender identity, genetic information, or any other protected basis.

We comply with all equal employment opportunity laws and strive to maintain a workplace free from illegal harassment, discrimination, and retaliation. Our policies protect all applicants, candidates, and employees from discrimination in all aspects of employment, including recruitment, hiring, transfers, promotions, training, compensation, benefits, and working conditions.

### **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.

## Harassment

TrueBlue 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. 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 fosters a safe workplace, free from physical intimidation, threats of violence, physical abuse, and weapons. Employee possession of firearms is prohibited on Company premises or while conducting Company business, subject to applicable laws and regulations. We take swift action to address and stop workplace violence and do not tolerate conditions that create an abusive or hostile work environment. This policy applies to all employees, supervisors, managers, clients, and third parties. All employees must report any incidents that pose a risk of harm or threaten the safety, security of its employees, associates, or applicants.

## Health and Safety

The safety and health of every employee is critically important. As such, the Company has adopted safety programs and policies to ensure a safe and healthy workplace. Our Injury and Illness Prevention Program (IIPP) establishes guidelines for all employees to follow to ensure a safe and healthy workplace. The IIPP is the foundation of our safety program. Our enterprise-wide safety policy is contained within the IIPP. All employees have the responsibility through personal example to create a climate in which everyone shares a concern for their own safety and the safety of their coworkers.

If accidents do occur, we commit to helping our injured employees return to productive work. 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.

## Fair Pay for All Hours Worked

TrueBlue complies 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. Additionally, we work with our clients to ensure they meet our expectation that associates receive meal and rest periods as required by law, prioritizing their health and well-being. Overtime compensation is paid to all nonexempt (hourly regular and temporary) employees in accordance with federal and state wage and hour rules and regulations. Compliance training for operations staff and system controls facilitate compliance with all employment and wage and hour laws, including minimum wage laws, for all jurisdictions.

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### **Freedom of Association & Collective Bargaining**

TrueBlue encourages open communication and collaboration between employees, teams, and leaders to address concerns and grievances constructively. We respect the right of employees to freely associate, organize, and participate in collective bargaining activities without fear of retaliation or discrimination. Retaliation against employees or applicants for participating in these activities or discussing pay is strictly prohibited. We are committed to fostering a supportive and inclusive work environment where employees feel empowered to voice their concerns and engage in open discussions without fear of reprisal.

### **Data Privacy and Security**

The nature of our business requires us to use, store, and transmit sensitive data, including personal information (PI) about recruits, candidates, our associates, permanent placements, our employees, and our customers. We have established a comprehensive Cybersecurity program to help protect this information and manage cyber risk. The program consists of people, process and technology and is organized in accordance with National Institute of Standards and Technology (NIST) Cyber Security Framework (CSF) and International Organization for Standards (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. TrueBlue has received and maintained ISO 27001 Information Security Management certification for North America. The Company maintains ongoing dedication to providing its stakeholders the highest standard of data and privacy protection as well as a commitment to investing in new processes and technologies to protect and secure data. 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 runs the program with oversight from TrueBlue's Chief Technology Officer.

In recognition of the growing use of Artificial Intelligence (AI) and the opportunities and threats presented by AI, TrueBlue has established an AI Governance Committee. This cross-functional committee provides employees with a set of foundational principles, guidelines, and requirements to ensure the company's development, deployment, and use of AI and machine learning technology aligns with our organizational values, risk tolerance, and business objectives.

### **Commitment to International Standards**

TrueBlue is committed to respecting the rights and freedoms defined in international instruments such as the Universal Declaration of Human Rights, and other relevant conventions.

### **Reporting Violations and Consequences**

TrueBlue employees must promptly report violations of this and related policies whether they experience it, witness it, are told about it, or suspect that it is happening. Employees can choose from several routes to report suspected violations, including direct reports to managers, upline vice presidents, or Human Resources. If reporters are not comfortable with those options, or don't feel they will be adequately resolved, they can also report to the Chief Ethics and Compliance Officer, General Counsel, Internal Audit, or through our ComplianceALERT hotline. We take all reports of suspected violations and unethical behavior seriously, investigate them promptly, and take appropriate steps to correct the situation.

Employees who violate any part of this policy will be subject to disciplinary action up to and including termination. The Company reserves the right to terminate business relationships, contractual agreements, and purchase orders of any third party who violates this policy. Criminal prosecution may apply if such violations are also illegal acts.

### **Non-Retaliation**

The Company strives to protect all employees who report violations of this and any other Company policy. Any individual who reports an incident that he/she, in good faith, believes to be a violation, or who is involved in an investigation, will not be subject to reprisal or retaliation.

Any employee, supervisor, manager and others who work with, for, or on behalf of the Company, such as clients and third parties found to have retaliated against an individual for reporting violations of our policies, and/or other Code of Conduct violations, or for participating in an investigation of allegations of such conduct, may be subject to the appropriate disciplinary action, up to and including termination.

### **Due Diligence**

TrueBlue has undertaken actions and is committed to maintaining and improving its systems and processes to eradicate human rights violations in its operations. As part of that initiative, the Company employs a tailored due diligence process intended to: identify, assess, and mitigate potential risks; implement processes and controls, including contractual provisions, designed to prevent violations; monitor potential risk areas; and protect whistleblowers.

### **Oversight**

TrueBlue's General Counsel and Chief Ethics and Compliance Officer have joint oversight of and approve this Policy. Leaders across the company ensure compliance through procedures and controls. The Legal Compliance team periodically evaluates compliance and identifies opportunities to enhance human rights protection. If potential human rights violations are found, the Compliance team collaborates with management and operations to implement corrective actions.

### **Employees, Applicants & Associates**

The protections described in this Policy and related policies extend to TrueBlue's Employees, Applicants, and Associates. In order to maintain a workplace free of human rights violations, we expect these individuals to report suspected violations as outlined above.

### **Supply Chain and Third Parties**

We expect our diverse group of clients, customers and suppliers ("partners") to share in our commitment to protecting the human rights of all individual and opposing slavery and human trafficking in all forms and operating a system of controls to ensure compliance within our supply chains. This Policy, our [Code of Conduct](#), and our [Supplier Code of Conduct](#) 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 or the violation of Human Rights in any part of our organization or within our supply chains.

### Conclusion

This policy is not exhaustive and is part of our commitment to ethical business practices and the protection of human rights. For more details, refer to our [Code of Conduct](#), [corporate reports](#) and additional [policies](#).

### Questions

For all questions relating to this Policy, contact the Company's Leave Team at [My Service Center](#).

### Anti-Retaliation and Reporting

TrueBlue strictly prohibits any retaliation against employees who:

- report in good faith a concern or complaint,
- participate in an investigation,
- refuse to participate in suspected improper or unlawful activity, or
- exercise workplace rights protected by law.

At TrueBlue, we value doing what is right. Every employee is asked to live our core values and demonstrate ethical and legal conduct every day and in every action. If you ever need to report misconduct or violations of our Code or policies, visit our [Reporting](#) page to see all the ways you can report.

### Policy Criteria:

Brief Policy Description: The policy establishes TrueBlue's expectation for protecting the Human Rights of all employees, associates, and applicants.

Last Updated: October 2024

Applies to: All TrueBlue and its subsidiary employees.