



Modern Slavery and Human Trafficking Statement

This statement is made by TrueBlue, Inc. and its subsidiaries including PeopleScout Limited (together, the “Company”) in accordance with the UK Modern Slavery Act 2015. It 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 2023.

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 (“partners”) 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 The Code (our Code of Conduct and Business Ethics) and the Anti-Human Trafficking, Child Labor and Modern Slavery (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 Statement on Human Rights, 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 on the Company's intranet.

Notable Accomplishments

1. TrueBlue, Inc. became a signatory to the United Nations Global Compact.
2. Updated Anti-Human Trafficking, Child Labor, and Modern Slavery Policies.
3. No substantiated reports of breaches of Anti-Human Trafficking and Modern Slavery Policies.
4. Formed an anti-human trafficking working group to identify actionable ways to increase awareness and provide for the prevention of modern slavery and human trafficking violations.

Further Steps

As a recruitment process outsourcing company, the risk of slavery in our supply chain is low. Nevertheless, in compliance with our statutory obligation and in furtherance of our commitment to a work environment free from human trafficking, forced or compulsory labor, unlawful child labor, or slavery, the Company will continue to take steps to ensure that modern slavery and human trafficking is not taking place in our supply chains. The Company is in the process of introducing the additional appropriate measures including the following:

1. Developing and deploying targeted training to employees to increase awareness around and aid in the prevention of modern slavery and human trafficking violations.
2. Making resources available to our partners to assist them in preventing modern slavery and human trafficking violations.
3. Enhancing and expanding our supplier due diligence process.



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. Any employee who breaches our policy on Modern Slavery and Human Trafficking will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with our partners if they do not meet our corporate expectations. If we believe there is a possibility of criminal activity, we will report it to the proper authorities.

Overall responsibility for ensuring that the Anti-Human Trafficking, Child Labor and Modern Slavery 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 Jonathan Porter in his position as UK Managing Director & Head of EMEA Operational Delivery of PeopleScout Limited.

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

Jonathan Porter
UK Managing Director & Head of EMEA Operational Delivery
PeopleScout Limited

16 May 2024

Garrett Ferencz
EVP, Chief Legal Officer
TrueBlue, Inc.

16 May 2024