



# 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 28 December 2025.

## 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-cycle 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 Compliance and Policies

All Company employees have an obligation to familiarize themselves and abide by the Code (our Code of Conduct and Business Ethics) and the Anti-Human Trafficking, Child Labor and Modern Slavery 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 the Company's Statement on Human Rights, Equal Opportunity and Whistleblowing Policies, and our 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. No substantiated reports of breaches of Anti-Human Trafficking and Modern Slavery Policies.
2. Continued Anti-Human Trafficking working group to identify actionable ways to increase awareness and provide for the prevention of modern slavery and human trafficking violations. Members of the Anti-Human Trafficking working group and members of global investigations team completed specialized anti-human trafficking training.
3. Quarterly awareness campaigns delivered to all employees worldwide; targeted age audits, including use of independent auditors, at select sites.
4. Developed enhanced compliance and risk detection training, covering age verification, document fraud, forced labor indicators, and site-specific risk factors.
5. Expanded audience for Anti-Human Trafficking and Child Labor training.
6. Expanded available resources, posters to increase awareness around human trafficking and child labor, and operating procedures around identity theft, age/identity verification, performing age audits, and underage worker remediation plans,
7. TrueBlue received the 2026 World's Most Ethical Companies® recognition by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. This prestigious accolade underscores TrueBlue's unwavering commitment to maintaining the highest standards of integrity, transparency, and ethical conduct across its global operations.
8. Adopted Risk Based Tier System for Suppliers to assist in identifying High Risk Suppliers.
9. Attached our Anti-Human Trafficking, Child Labor, and Modern Slavery Policy to our Ethics and Compliance Due Diligence Questionnaire, which is completed by medium- to high-risk suppliers.



## Further Steps

As an RPO provider, 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 additional appropriate measures including the following:

1. Revising and expanding our due diligence questionnaire for medium to high-risk suppliers.
2. Adopting schedule where suppliers are periodically re-vetted based on their risk level;
3. Distributing our newly revised 2026 Supplier Code of Conduct to all active suppliers;
4. Formalizing a Third-Party Risk Management Policy and related Standard Operating Procedures;
5. Developing additional resources available to our partners, including clients, to assist them in preventing modern slavery and human trafficking violations; and
6. Continuing to enhance compliance and risk detection training covering age verification, document fraud, forced labor indicators, and site-specific risk factors.

## Remediation

Any modern slavery related concerns may 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. All reports 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 addressed 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 identify modern slavery risks and understand risk mitigation steps implemented by each 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 PeopleScout Managing Director, EMEA & APAC.

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

Date: May 15, 2026

Garrett Ferencz  
EVP, Chief Legal Officer TrueBlue, Inc

Date: May 15, 2026

