



Making a Difference. One Job. One Person. One Act. One World.

WE CHANGE LIVES, EVERY DAY

TrueBlue connects people with work and changes lives every day. While that alone, is transformational, we understand that we are part of the communities where we work and live. We want to play our part in creating a better life for the people and communities touched by our business.

PROVIDING MORE THAN A PAYCHECK

We believe that a job provides more than a paycheck. Through work, people gain a sense of pride in a job well done, self-reliance and security, a community of their peers, and the chance to create a better future. As the World of Work constantly changes, TrueBlue strives to help people maintain their employability with the opportunity to learn new skills, processes, and technologies.

This year, TrueBlue launched a pilot program called WorkUp to provide free skills training for PeopleReady associates. Developed in conjunction with Penn Foster, we offer a range of courses, from introductory work preparedness to construction techniques to electrical.

Our first grad, who took the solar installation course, perfectly illustrates the potential of this program: “One day I walked into the PeopleReady branch and was shocked to see you offer the exact program I was interested in,” Paul said. “It blew my mind. At first, I thought, ‘There’s no way. This has to be a scam!’ But I signed up, waiting for the wheels to fall off—have someone come to me and say, ‘You owe us \$500’ or something like that. It never happened This is the real deal.”



SERVING THOSE WHO SERVED

We believe the training our military veterans receive makes them extraordinary employees. That is why several of our companies are focused on hiring veterans and helping them transition from a military to a civilian career. TrueBlue is a founding member of Hiring our Heroes. For three straight years, PeopleScout has earned the Military Friendly Employer designation. PeopleScout has also created the Veteran Talent Exchange, connecting veterans to employers committed to their hiring. We don't just talk about our commitment to veteran hiring, we put our muscle behind it with recruiters dedicated to military recruiting. We have connected more than 30,000 veterans to work.

It is important that we remember our veterans and show our respect for the selfless service they have given to make the lives, safety and security we all enjoy today possible. And our commitment to veterans doesn't end at the U.S. border. We have already begun exploring how our PeopleScout business can accelerate veteran recruiting in Australia, Canada and the United Kingdom.



PROTECTING HUMAN RIGHTS

From our colleagues, clients and suppliers, to the candidates and associates that we connect to work – we always strive to promote equality, diversity and respect for human rights in everything we do. Our commitment to human rights is embedded in the culture and values that define our Company. They are reflected in our policies and actions toward our employees, key stakeholders, third Parties and the communities and countries where we do business. We strive to create an environment of respect for all individuals. We do not tolerate corruption, discrimination, harassment, or forced or child or youth labor in any form.

TrueBlue complies with all employment and wage and hour laws, for all jurisdictions where our employees and associates work. But we go beyond what the law compels, including but certainly not limited to the following:

- Provide placement and hiring service free of charge to candidates temporary associates.
- Ensure that employees are paid equitably, with periodic compensation reviews.
- Promote from within as often as possible and make sure people in similar positions are reviewed on the same basis through standardized review and goal setting processes.
- Verify work eligibility for all employs and do not hire anybody under the age of 18.
- Work with employees to find appropriate accommodations that enable them to continue working when a disability or illness affects their ability to do their jobs.
- Base all associate job placements only on these factors: job performance, tenure with the company, and job skills sets.



- Employees who believe they have been subjected to harassment, discrimination, retaliation or have observe violations of company policies, Code of Conduct and Business Ethics, or any laws and regulations are encouraged to report such violations to any of the following: ComplianceAlert hotline; any human resources business partner; chief human resources officer; chief compliance and risk officer; or general counsel.
- Generally, reported cases of harassment, discrimination, and retaliation, are promptly, thoroughly, and objectively investigated. Employees found to have engaged in discriminatory conduct or retaliation will be subject to immediate disciplinary action, up to and including possible termination.

KEEPING EMPLOYEES HEALTHY AND SAFE

We believe that no job is so important, and no service is so urgent, that we cannot take the time to ensure work is performed as safely as possible. If accidents do occur, we are committed to helping our injured Employees return expeditiously to productive work. TrueBlue has adopted safety programs and Policies that establish guidelines for each of us to ensure a safe and healthy workplace. All employees must commit to the success of our safety program and be responsible for creating a climate in which we share safety concerns. Employees are prohibited from discouraging others from reporting an injury or making a claim for workers' compensation and retaliating against any individual who reports a job-related injury. To keep our employees and associates healthy and safe, among other things, TrueBlue:



- Trains operations staff recognize worksite hazards and ways to mitigate them.
- Visit sites on a regular cadence to ensure associates are working safely and that our clients are providing the proper safety training and equipment.
- Dedicated safety specialists routinely accompany branch staff on site visits to train them and to work with clients to create safer worksites.
- Issue associates free Personal Protective Equipment, such as hard hats, gloves, reflective vests, and other items needed for the job.
- Provide options for internal support and operations staff to maintain work-life balance, including allowing remote work and flex schedules for eligible staff.
- Created a comprehensive benefits package that includes health care, short- and long-term disability insurance, retirement savings options, commuter benefits, wellness support through an Employee Assistance Plan, and tuition assistance, and more.

HONORING OUR DIFFERENCES

The success of our company is a reflection of the quality and capability of our people. TrueBlue is committed to fostering, recognizing and embracing diversity, from our Board of Directors to our temporary associates. We cultivate a supportive environment of inclusion that values the experiences and contributions of every team member, regardless of their differences.

We hire, retain and promote on individual merits and qualifications. These actions may never be taken on a discriminatory basis: such as being based on (but not limited to) race, color, religion, creed, national origin, citizenship, gender, age, marital and family status, sexual orientation, gender identity and expression, genetic information, ancestry, disability, veteran and military status or any other protected ground under applicable laws and regulation and Policy.

In 2018, Eric De Los Santos, associate general counsel and senior director of employment law, was appointed president of the National Filipino American Lawyer's Association (NFALA). In doing so, NFALA recognized Eric's long-standing commitment to diversity, not only for legal professionals, but also for TrueBlue. The Company was also honored by National Association of Corporate Directors (NACD), when it granted TrueBlue its inaugural NACD NXT Award, for breakthrough board practices that promote greater diversity and inclusion. Furthermore, Maggie Lower, TrueBlue's Chief Marketing Officer, was named to the Financial Times' Outstanding List of 100 global LGBT+ Executives.

Our Diversity and Inclusion Council, fosters more diversity by sponsoring activities to:

- Identify diversity and inclusion issues and opportunities.
- Recommend and champion diversity & inclusion initiatives across the company.
- Support innovative actions that create an inclusive work environment that makes full use of the contributions of all employees.
- Make recommendations to build a company workforce that reflects the demographics of our communities and customers.
- Foster an environment which is open and accepting of individual differences where all employees are encouraged to maximize their potential and exhibit a commitment to our company, community and clients.
- Develop Employee Resource Groups (ERGs), groups of employees who align based on shared life experiences. The ERGs provide a safe space for support, mentoring, networking, and learning from each other.





CREATING COMMUNITY

We are committed to the well-being of our employees and workers, and to the communities in which we live and work, and to addressing major social problems, locally and globally. TrueBlue channels this vision through our Groundworks engagement program to help our employees serve with their neighbors to build resilient communities.

The mission of Groundworks is to Prepare the Workforce for the Future. The program empowers employees to do that by combining three powerful ideas: volunteering & engagement, training our associates, and networking & advocacy.

VOLUNTEER & ENGAGEMENT

TrueBlue employees change the world, every day, one person at a time by finding jobs for the people who need them most. When they volunteer, they change the world one action at a time. When we volunteer, we create a network of friends, grow as leaders, and model the way for our families and peers. We also have fun.

Groundworks encourages staff to take leadership roles as advisors or board members with the organizations that speak to their passions. To encourage our team's efforts, we provide Seed Fund grants to nonprofits where employees volunteer that also prepare the workforce for the future.

We have provided grants for a variety of organizations across the country from Patriotic Hearts and Hire Heroes to Goodwill and United Way to Skills for Chicagoland's future and local chapters of Big Brothers and Big Sisters, as well as a host of local organizations that focus on education and skills training, finding work after serving time, mentoring, and other support services.



TRAINING

Even in a tight labor market, the world of work is changing. Yesterday's skills are not always needed today, and today's skills may not be needed tomorrow. If individual workers are not able to keep pace with the change, they will have a hard time finding a job in the future.

Through our Groundworks training initiative, TrueBlue launched WorkUp, our associate skills training program to provide free skills training for PeopleReady associates. Developed in conjunction with Penn Foster, we offer a range of courses, from introductory work preparedness to construction techniques to electrical.

Furthermore, across the globe, TrueBlue employees develop their associates through soft skills coaching, and helping them identify jobs and other resources to develop new skills that our clients need most. They take the initiative to close the gaps for their associates, applicants, customers, and communities.

NETWORKING & ADVOCACY

It is not enough to just train associates. We also need to ensure everyone who wants to work has the opportunity. To do this, we network and advocate with elected officials and community groups to make it easier to join the workforce with the right skills. We network with purpose and create allies that we partner with to drive policy to help people enter the labor market. TrueBlue has lobbied to

- Ensure individuals who have served time are able to find a job
- Enable veterans to put the valuable skills gained in the service to optimum use in our workforce
- Advocate for funding of career and technical training from grade school to college.



A FORCE FOR GOOD

TrueBlue is a force for good. Ever since our first office opened more than 25 years ago, TrueBlue has been committed to putting people to work and helping change lives. We are committed to the well-being of our employees and workers, and to the communities in which we live and work. We make a difference in the lives of the 800,000 people we connect with work and the businesses who rely on us to help them grow—and the work we do every day makes America stronger.

VETERANS



We understand the challenges veterans face as they transition to the civilian workforce because we employ them at every level of our company. TrueBlue's recruiting division, PeopleScout, has placed more U.S. military veterans and spouses in full-time employment than any other recruitment firm in the world.

- TrueBlue companies hire more than 10,000 veterans, every year.
- PeopleScout's Veteran Career Counselors use our unique Veteran Talent Exchange to help translate military experience into qualifications for civilian careers.
- We were a charter member of the US Chamber of Commerce Hire our Heroes program and a founding member of the national advisory circle on the Veteran Employment Advisory Council.
- Named as a Top Ten Military Friendly Employer by Victory Media and ranked on the Best for Vets: Employers 2018 by Military Times.

REBUILDING COMMUNITIES



When disaster strikes, we are among the first to respond to clean up and rebuild our communities. Our on-demand labor provider, PeopleReady, excels at quickly mobilizing to help businesses repair their facilities and staff up.

- Our recruiting teams leverage technology to connect with people who have been displaced or lost their jobs. We put them to work so they can start rebuilding for their families.
- We set up mobile dispatch sites and stock them with everything from generators and laptops to food, water, and even the tools, clothes, and raincoats.
- Teams from all over the country flew to areas hit hardest by the 2017 hurricanes. They visited emergency shelters to connect people with jobs, and then volunteered their time to help in other ways.

SECOND CHANCES



We provide services to people who need a second chance, including those with criminal records. The link between employment and reduced recidivism is undeniable. A job offers more than a paycheck—it

provides a source of pride, community, and a path to stability.

- Annually, we employ 25,000 people who have criminal records. If people want to work, we will match them to a suitable job. At PeopleReady, we only run background checks when required by law or requested by our clients.
- We educate businesses about the rights of people with criminal backgrounds and the opportunities and benefits businesses might gain by employing them and whether they may still be a good fit for the job.
- We advocate for legislation that makes it easier for people to get back to work. TrueBlue was a sponsor of Washington State's CROP Act, which created a certificate of rehabilitation, combined with limited liability for employers.

LONG-TERM UNEMPLOYED



Thousands of people have been unable to find jobs, simply because they have been out of work for a longer time. They may be wrongly perceived by potential employers as less attractive. We are proud to play a role in finding jobs for them that will develop their skills and put them on a new path.

- We joined the Ready to Work Business Collaborative, a non-partisan business-led organization that brings together employers who are interested in successfully hiring and retaining ready to work talent consisting of the long term unemployed, the under-employed, veterans, and others who may have been overlooked.
- The mission of TrueBlue's corporate citizenship program, Groundworks, is to prepare the workforce for the future to meet the demands of

the changing world of work. We have a long history of supporting community organizations, such as the United Way, Goodwill, and Skills for Chicagoland's Future.

- TrueBlue encourages employees to be involved with nonprofits that improve communities and the lives of our workers, and they can nominate the organizations where they volunteer for a corporate grant.
- Our government relations team advocates for Career and Technical Education, particularly in middle and high schools as well as training programs that serve the unemployed.

TRUSTED PARTNER



We are a trusted partner, even for the most sensitive jobs. We specialize in recruiting for high-volume and high-turnover workforces, as well as hard-to-fill jobs that require specialized skills. Organizations from green energy companies to federal contractors turn to TrueBlue.

- PeopleScout is the primary recruiting partner for TSA and U.S. Customs and Border Patrol. These agencies trust us to find the right people and complete the screening and assessments needed to ensure they have the skills and background to carry out these important jobs.
- TrueBlue was the first blue-collar staffing company to join ICE's IMAGE program, recognizing TrueBlue as a leader in best practices for preventing employment of unauthorized immigrants.