

# DOING THE RIGHT THING THE RIGHT WAY

TrueBlue enjoys a positive reputation in the industry because of our commitment to our core values and the highest standards of ethical behavior. We will not compromise these commitments, under any circumstance. Ethics and compliance form the foundation of our business activities and are at the forefront of every business decision we make and every action we take. Our Ethics and Compliance Program encompasses includes more than a written code of conduct.

The Program empowers our Board of Directors, executives, and employee with training to recognize and make ethical choices in every day decisions and gives them the tools to speak up, seek guidance, and report concerns related to, among other topics: conflicts of interest, human rights violations, harassment and discrimination, unfair wage practices, personal information privacy, and data security.

Our Code of Conduct and Business Ethics describes the expectations we hold for each employee, from our commitment to treat each other kindly to our zero tolerance for fraud, bribery or corruption. It reflects who we are, how we work, and is based on our core values and the law. The Code applies to the members of the Board of Directors and to officers and all other employees who work for TrueBlue and its affiliates worldwide. The Code governs the conduct between us and our key stakeholders, including clients, candidates, shareholders, employees and temporary associates, and our agents, consultants, independent contractors, suppliers, vendors and third-party intermediaries.

Every year, each employee takes interactive ethics training and re-commits to following our Code of Conduct and Business Ethics. Supervisors and those who work and live outside of the United States complete annual Anti-Bribery and Corruption training related to the Foreign Corrupt Practices Act (FCPA). Additionally, our Compliance Department develops and administers training in relation to new laws and regulations, audits for compliance performance, and works company leaders to implement and modify business practices to ensure compliance.

## REPORTING CONCERNS

We prohibit retaliation against anyone who raises a concern in good faith. Employees can choose from several options to report concerns: Human Resources Business Partner; Chief Human

Resources Officer; Chief Compliance and Risk Officer; General Counsel

- Compliance Alert hotline at [www.truebluecompliancealert.com](http://www.truebluecompliancealert.com) or by phone in the United States at 855-70-ALERT and if outside the U.S., call 001-877-564-9627.

Our Purpose  
*We connect  
people & work.*

Our Vision  
*To be the talent solution for  
the changing world of work.*

## Our Values

**Be Accountable** - We empower our people to take personal responsibility and make an impact.

**Be Optimistic** - We believe there is a solution to every problem. By being innovative and working together, we can find new ways to get results.

**Be Passionate** - We believe in what we do, are committed to doing good, and will go above and beyond the call of duty for our clients and workers.

**Be Respectful** - We listen and learn from each other, embrace diverse views and experiences, and know that finding successful solutions comes from working together.

**Be True** - We are true to who we are and what our clients need.