

# Equal Employment Opportunity Policy

## POLICY CRITERIA

Brief Policy Description: Policy provides employees clear expectations on equal employment opportunity. Applies to: All TrueBlue and its subsidiary employees both regular staff and associates

## PURPOSE

TrueBlue, Inc. is committed to providing equal employment opportunities for all persons regardless of race, color, gender, sex (which includes pregnancy, childbirth, breastfeeding, and medical conditions related to pregnancy, childbirth or breastfeeding), creed, religion, religious creed (including religious dress and grooming practices), age (over 40), marital or family status, medical condition (cancer and genetic characteristics), national origin (including language use restriction), citizenship, mental or physical disabilities, veteran and military status, ancestry, HIV and AIDS, sexual orientation, gender identity and expression, genetic information, on-the-job injuries, or any other basis protected by law.

## INTRODUCTION

The Company complies with federal, state, and local equal employment opportunity laws and strives to keep the workplace free from all forms of illegal harassment, discrimination and retaliation and systemic discrimination, including, quid pro quo, racial and sexual harassment. The Company considers illegal harassment/discrimination and retaliation in all forms to be a serious offense.

The EEO Policy is designed to protect all applicants, candidates and employees, both regular staff and associates, of the Company from discrimination in all aspects of the pre-employment and employment relationship. These protections extend to all practices and decisions, including, but not necessarily limited to, recruitment, pre-qualification and hiring practices, transfers, appraisal systems, promotions, training, career development programs, termination, working conditions, compensation, benefits and reductions in force.

## REPORTING PROCESS

Generally, any reported violations (written and/or verbal) of EEO law or this policy will be promptly, timely, thoroughly, and objectively investigated. Upon the completion of the investigation, the results may be communicated to the employee who filed the complaint. Employees found to have engaged in discriminatory conduct or retaliation will be subject to immediate disciplinary action, up to and including possible termination.

Employees who believe that they have been subject to prohibited harassment, discrimination and/or retaliation should immediately report the incident to ComplianceAlert at [www.truebluecompliancealert.com](http://www.truebluecompliancealert.com) or by phone in the United States at (855) 70-Alert and if outside of the U.S., 877-564-9627. Regular staff may also report concern to any other reporting resource listed in the Code of Conduct and Business Ethics.



## ANTI-RETALIATION

Employees following this complaint procedure are protected against illegal retaliation.

## QUESTIONS ABOUT THE POLICY

If employees have questions or require additional information on this or any compliance-related policy they should contact their supervisor or management personnel. For all questions relating to this Policy, regular staff can contact the Human Resource Department at [HR-Advice@trueblue.com](mailto:HR-Advice@trueblue.com) and associates can contact the local management staff.