



Human Rights Policy

Respect for human rights is our obligation and a critical part of Corps Team's vision, character, and values. It is fundamental to the relationships with our employees, customers, suppliers and interested parties. We are committed to providing all of our employees with fair and safe working conditions, and opportunities they need for growth. We also expect our partners to adhere to human rights principles consistent with our own, especially those that may impact our employees, candidates, and job seekers.

Inclusion and diversity

We consider inclusion and diversity key components of the Corps Team Vision, and Values. We foster an inclusive environment where people of all backgrounds are welcomed, respected, engaged and succeed. A passion for people drives our focus on long-term growth, learning, and development. We create a world of opportunities for those with varied talents and a drive to excel. When our people thrive, we thrive.

Non-discrimination

Our goal is to guarantee our commitment to nondiscriminatory practices in the workplace, where all qualified applicants and employees enjoy the same right to employment and advancement opportunities, irrespective of race, color, sex, age, religion, national origin, sexual orientation, disability, veteran status, or any other category under applicable laws.

Equality

It is the policy of Corps Team to provide equal employment opportunity in recruitment, selection, training, compensation, promotion, job transfer, and assignments and to ensure that employment decisions are based only on valid job requirements. These opportunities and other conditions of employment are extended to qualified applicants and employees regardless of an individual's race, color, sex, pregnancy, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, veteran and military status, and/or other protected categories under applicable laws and further, to take affirmative action to employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans.

Accommodations

Corps Team will seek to provide reasonable accommodations to individuals with disabilities, unless to do so would cause undue hardship. Accommodations related to pregnancy, childbirth, and lactation would also be considered within this policy. Reasonable disability related accommodation may include exception to applicable leave or attendance policies. Corps Team will not deny employment opportunities based on the need to make reasonable accommodations related to a disability or pregnancy.

Anti-harassment

Corps Team is committed to maintaining a work environment that is free from harassment. Corps Team will not tolerate harassment of or by its employees. All employees are expected to

help ensure the work environment remains free of harassment. Upon learning of a situation that may violate this policy, Corps Team will conduct a prompt and thorough investigation. Corps Team will not tolerate retaliation against anyone who has expressed a good faith concern about harassment or who has participated or cooperated in an investigation.

Forced or compulsory labor

Corps Team has a zero-tolerance policy against any form of human trafficking or related activities, including any form of unlawful employee harassment, retaliation, forced or compulsory labor, sex trafficking, child labor, or any type of debt peonage. We strive to guarantee responsible recruitment and retention practices in our operations and across our global suppliers and customers.

Human trafficking and slavery

Corps Team does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities it does business with to engage in any form of human trafficking or modern slavery. We have communicated specific guidelines on actions that may be considered human trafficking and slavery, which we do not accept under any circumstances.

Child labor

Our business practices require compliance with all applicable child labor laws—including those relating to minimum age limits, limitations of working hours, and prohibition against certain types of work. Corps Team understands that opportunities may arise for the placement of minors under the age of 18, and has therefore implemented a policy to ensure its compliance with federal labor law and OSHA regulations.

Freedom of association

Corps Team believes that employees are best served through a collaborative work environment with direct communication between employees and their Corps Team representative. Our policies encourage employees to work directly with their Corps Team representative to problem-solve potential disputes, and we strive to promote a positive work environment, establish favorable employment conditions, support employee development, and to facilitate direct employee communications. All employees shall be free to join or to refrain from joining, trade unions or similar external representative organizations. Corps Team respects the rights of all employees to engage in protected activities, including those of freedom of association and collective bargaining. Employees may engage in activities without fear of intimidation or reprisal, in accordance with applicable law. Corps Team also believes that partners and suppliers should recognize the right of freedom of association, consistent with applicable law.

Health and safety

Corps Team recognizes a shared responsibility to protect our people and planet. Our human capital is our most important asset. We are committed to achieving zero accidents and occupational hazards to create working environments with the highest standard of safe and healthful conditions.

Fair wages/compensation

Our compensation philosophy establishes internal policies to guarantee equitable compensation to all our employees and provide comprehensive opportunities for their career development. This philosophy has formalized and enhanced transparency in our compensation practices, ensuring equal employment in recruitment, selection, training, compensation, promotion, job transfer, and assignments.

Reporting, Compliance and Open-Door Policy**Open-Door Policy**

Because it is not possible for this Policy to describe every possible scenario that may arise, and because the laws governing Human Rights conduct can vary based on jurisdiction, employees are encouraged to discuss any compliance concerns with their Corps Team supervisor/point of contact.

Anti-Retaliation

Corps Team values the reporting of concerns by individuals. Retaliation of any kind against any individual for reports made in good faith under this policy is expressly prohibited and will result in corrective action, up to and including termination of employment. If you suspect that you or someone else has been retaliated against for raising any legal or business conduct issue, immediately contact the Melissa Caouette, Director of Operations, melissa@corpsteam.com.