



Sustainability Policy Statement

Since our founding in 2005, Corps Team has embodied the true spirit of corporate sustainability, and we are committed to the highest standards of corporate citizenship. Our culture and values are rooted in service, integrity, and taking personal responsibility for our actions, outcomes, and reputation. As a leading national workforce solutions provider, we connect people with employment opportunities and make a difference in the communities in which we live and work. Given the span of our workers, clients, suppliers, and partners, we recognize the national reach of our business practices and our public accountability.

Corps Team's sustainability commitments are built on six principles:

- **Employees and People** – We take seriously our responsibilities to protect, support, and prepare workers for successful careers, and to advocate on their behalf. Our efforts are focused on providing career opportunities and resources to our workforce and leading by example in areas such as workplace safety, health and wellness, and diversity, equity, and inclusion. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.
- **Ethics and Business Conduct** – Corps Team is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.
- **Engagement** – Corps Team understands that it takes all of us working together to truly have an impact. As such, we partner with organizations in the communities where we live and work to improve lives and society.
- **Supply Chain and Customer Relations** – Corps Team recognizes the importance of promoting and replicating our corporate values in our supply chain. Therefore, we value our customer and supplier relationships and work towards building strong relationships and advocates for life.

Core policies that outline our approach and guide our activities:

- Corps Team's Supplier Code of Conduct and Corporate Handbook provide mechanisms to prevent dishonest or unethical conduct and fosters a culture of honesty and accountability. These policies outline the responsibilities of our employees and ensure our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.
- We treat all employees with dignity and respect and follow all applicable laws and legislation related to labor and human rights. Below are examples of initiatives we have in place:
 - **Equal Employment Opportunity** – It is the policy of Corps Team to protect the employment rights of applicants and employees regardless of an individual's race, color, sex, pregnancy status, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, veteran, and military status, and/or other protected categories under applicable laws.

- Affirmative Action – Corps Team is committed to taking affirmative action to employ and advance in employment qualified minorities, women, individuals with disabilities, disabled veterans, recently separated veterans, and other protected veterans.
- Accommodations Policy – It is the policy of Corps Team to comply with all applicable laws ensuring equal employment opportunities for individuals with disabilities. Consistent with that commitment, it is Corps Team’s policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment.
- Anti-Harassment Policy – Corps Team is committed to maintaining a work environment that is free from harassment. As such, Corps Team will not tolerate harassment of, or by, its employees.
- Human Rights Policy – Respect for human rights is our obligation and a critical part of Corps Team’s vision, character, and values. We are committed to providing all 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.

We are individually and collectively accountable for upholding our corporate sustainability commitments. We encourage participation across our organization, and we will work with external stakeholders to continually advocate on behalf of the global workforce, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.