



## GLOBAL HEALTH AND SAFETY POLICY

### Purpose

The purpose of this policy is to express Kelly Services, Inc. and subsidiaries ("Kelly" or "Company") commitment to its employees' health and safety.

### Persons Affected

This policy applies to all Kelly employees and operations worldwide.

### Policy

It is the policy of Kelly Services, Inc. to promote workplace health and safety. Our vision to provide the world's best workforce solutions requires us to pursue continuous improvement toward Absolute Zero – zero incidents, zero injuries, and zero harm. Each of us must take personal responsibility for our own safety and the safety of our co-workers and those for whom we are responsible.

Our journey to zero requires an alignment of interests with our employees, customers, and suppliers. We expect all Kelly employees, customers, and suppliers to:

- Comply with, if not exceed, applicable workplace safety and health regulations;
- Promote a culture that fosters open dialogue on working conditions;
- Hold all employees personally responsible for safety and health compliance;
- Engage in collaborative and effective safety partnerships, and
- Continually assess worksites to ensure a safe, healthful work environment.

Pursuing excellence in workplace safety and health must be a constant in our business. We will be satisfied with nothing less than Absolute Zero.

### Contact

For questions regarding this policy, contact the Global Health, Safety, and Environmental Department.