



CORPORATE SUSTAINABILITY POLICY STATEMENT

Since our founding in 1946, Kelly 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 global workforce solutions provider, we connect people with employment opportunities and make a difference in the communities in which we live and work. Given the worldwide span of our workers, clients, suppliers, and partners, we recognize the global reach of our business practices and our public accountability.

Kelly's corporate 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 the global workforce and leading by example in areas such as workplace safety, health and wellness, diversity, equity, and inclusion, and training and development. 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** – Kelly 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** – Kelly 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 as a whole. We also seek to engage with workforce suppliers who operate using socially responsible business practices and adhere to Kelly's Supplier Code of Conduct.
- **Health, Safety, and Environment** – Kelly recognizes a shared responsibility to protect our planet. We strive to have zero accidents and occupational hazards, and our intention is to generate environments with safe working conditions. We are committed to reduce the environmental impact of our business through accurate footprint accounting, education, conservation, and waste reduction practices.
- **Supply Chain and Customer Relations** – By being part of the value chain of thousands of companies worldwide, Kelly 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.
- **Communication, Evaluation, and Reporting** – Kelly, in its interest to be accountable and responsible for its actions and reputation, is committed to continual communications with its interest groups. We recognize that communicating and reporting a company's strategy and performance helps demonstrate openness and transparency.

Underlying our corporate sustainability program is a set of core policies that outline our approach and guide our activities.

- [Code of Business Conduct and Ethics](#) – Kelly's Code of Business Conduct and Ethics provides mechanisms to prevent dishonest or unethical conduct and fosters a culture of honesty and accountability. This policy outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.

- Globally, 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 Kelly Services 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 – Kelly 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 Kelly Services to comply with all applicable laws ensuring equal employment opportunities for individuals with disabilities. Consistent with that commitment, it is Kelly’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 – Kelly is committed to maintaining a work environment that is free from harassment. As such, Kelly will not tolerate harassment of, or by, its employees.
 - Human Rights Policy – Respect for human rights is our global obligation and a critical part of Kelly’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.