



HUMAN RIGHTS POLICY

Purpose

Respect for human rights is our global obligation and a critical part of Kelly's vision, character and values. It is fundamental to relationships with our employees, customers, suppliers and other interested parties. We are committed to providing all our employees with fair and safe working conditions and the 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.

Scope

This policy applies to all employees of Kelly Services, including full-time, part-time, temporary, contract employees, and candidates we place through our staffing services, regardless of geographic location. It also extends to and guides our partnerships with suppliers, subcontractors, clients, and business partners.

Policy

This policy and all of our working and labor practices are aligned with global initiatives, such as the Universal Declaration of Human Rights (UDHR), International Labour Organization's (ILO) Conventions, UK Modern Slavery Act, and the UN Guiding Principles on Business and Human Rights (UNGPs). Kelly is a signatory of the United Nations Global Compact and adheres to its ten principles on human rights, labor, environment, and anti-corruption.

Inclusion and Belonging

Globally, we consider inclusion and belonging as essential elements of the Kelly Vision, Character, and Values. We are committed to cultivating an inclusive environment where people from all backgrounds are welcomed, respected, engaged, and able to succeed. Our passion for people drives our dedication to fostering long-term growth, learning, and development. We create a world of opportunities for individuals with diverse talents and the ambition to excel. When our people thrive, we thrive.

Non-Discrimination and Equal Opportunity

Kelly Services is dedicated to upholding non-discriminatory practices and providing equal employment opportunity to all applicants and employees. Employment and advancement decisions are made based on merit, without regard to race, color, sex, pregnancy, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, veteran and military status, or any other category protected under applicable laws.

Accommodations

Kelly Services is committed to providing reasonable accommodations for individuals with disabilities, except in cases where such accommodations would cause undue hardship. This policy also extends to accommodations related to pregnancy, childbirth, and lactation. Reasonable accommodations for disabilities may include exceptions to applicable leave or attendance policies. Kelly Services will not deny employment opportunities based on the need to make reasonable accommodations related to a disability or pregnancy.

Anti-Harassment

Kelly is committed to maintaining a work environment that is free from harassment. We will not tolerate harassment of any kind, whether from or by our 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, Kelly will promptly conduct a thorough investigation. Kelly will not tolerate retaliation against anyone who has expressed, in good faith, a concern about harassment or who has participated in an investigation.

Forced or Compulsory Labor

Kelly 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, and debt peonage. We are committed to ensuring responsible recruitment and retention practices within our operations and across our global network of suppliers and customers.

Human Trafficking and Modern Slavery

Kelly prohibits all employees, subcontractors, vendors, suppliers, and business partners from engaging in any form of human trafficking or modern slavery. We have clearly communicated guidelines outlining actions that may be considered human trafficking and slavery, which are unacceptable under any circumstances.

Child Labor

Our Code of Business Conduct and Ethics, along with the Supplier Code of Conduct, mandates strict adherence to all applicable child labor laws—including those relating to minimum age limits, limitations of working hours, and prohibition against certain types of work. Kelly recognizes that opportunities may arise for the placement of minors under the age of 18 and has implemented a policy to ensure compliance with federal labor laws and OSHA regulations. This policy is applicable in all countries of operation and respects all internationally recognized human rights.

Freedom of Association

Kelly believes that employees are best served through a collaborative work environment with direct communication between employees and their Kelly representative. Our policies encourage employees to work directly with their Kelly 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. Kelly 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. Kelly also believes that partners and suppliers should recognize the right of freedom of association, consistent with applicable law.

Health and Safety

We strive to ensure a safe, secure workplace and working conditions that promote health and well-being for all our employees. We have a zero-tolerance policy regarding violence in the workplace. Our commitment to maintaining a safe workplace requires that everyone maintain the highest safety standards. We are responsible for paying close attention to our surroundings, following all safety rules and procedures, and reporting any unsafe conditions or work-related injury or illness.

Fair Wages and Working Conditions

Our Global Compensation Philosophy establishes internal policies to ensure equitable compensation for all employees and provides comprehensive opportunities for career development. This philosophy formalizes and enhances transparency in our compensation practices, ensuring equality in recruitment, selection, training, compensation, promotion, job transfers, and assignments.

Governance

This policy is reviewed annually and updated based on changes in laws or international standards, emerging risks, and stakeholder feedback.

Compliance

The Internal Audit, Law, and Risk Departments will periodically assess compliance with this policy, including consideration of human rights issues during regular audits and compliance operations related to the Company's operations, books, and records.

Open-Door Policy

As this policy cannot cover every possible scenario, and the laws regarding human rights conduct can vary by jurisdiction, employees are encouraged to discuss **any** compliance concerns with their supervisor. They may also seek advice from the Law Department or Internal Audit before engaging in activities that might trigger human rights laws. The Law Department can be contacted within the Company directory at employlaw@kellyservices.com, or by phone at +1 248.244.4555. Individuals outside the U.S. should reach out to their local legal representative or the Company's Corporate Law Department.

Grievance Mechanism

We have established multiple channels for Kelly employees and interested parties to report potential violations of our policies or local laws and regulations. All inquiries and reports of unethical behavior are taken seriously and will be treated confidentially. Kelly employees are encouraged to speak with their manager, Human Resources representative, or the Kelly Law Department (employlaw@kellyservices.com). Kelly candidates, job seekers, customers, and suppliers should contact their Kelly representative. Employees and interested parties can report potential violations 24 hours a day, 7 days a week through the Kelly Services Business Conduct & Ethics Reporting Program at 877.978.0049, via the website

<https://secure.ethicspoint.com/domain/media/en/gui/82243/index.html>, or by using the hotline numbers listed in the Code of Business Conduct and Ethics.

Anti-Retaliation

Kelly values the reporting of concerns by individuals. Retaliation of any kind against any individual making a report in good faith under this policy is strictly prohibited and will result in corrective action, up to and including termination of employment. If you suspect that you or someone else has faced retaliation for raising a legal or business conduct issue, immediately contact the General Counsel, Chief People Officer, or Vice President Internal Audit.

Privacy

We are committed to respecting the privacy of all individuals, including our employees and customers – and those who use our websites, apply for or utilize our employment or outsourcing services, and representatives of our customers, service providers, and suppliers, including prospective ones. We adhere to globally recognized privacy principles and strive to implement reasonable and appropriate practices for collecting, storing, and using individuals' personal information.

Training

Training is essential in reinforcing our commitment to an ethical culture. Semi-annually, all Kelly employees must engage in mandatory training on human and labor rights. This involves acknowledging the Code of Business Conduct and Ethics annually and completing compliance training. The training content may differ based on employee roles and their involvement with relevant issues.

Sanctions and Non-Compliance

Violation of human rights laws can lead to serious consequences for both the Company and the individuals involved, including the substantial fines and penalties, civil damages, and criminal penalties. In many jurisdictions, these violations may also result in significant jail time.

Public Commitment

This policy is publicly available on our [website](#) and communicated to all stakeholders through our annual Sustainability Report.

For inquiries or concerns, please contact: sustainability@kellyservices.com