



## **Human Rights Policy**

Effective December 8, 2021

**Scope:** This Policy applies to all directors, officers and employees of ASGN Incorporated and its subsidiaries (“ASGN”).

ASGN is committed to respecting and supporting human rights and providing a working environment free from any form of harassment or discrimination. The basic principles of human rights align with our company values and commitment to the highest standards of business practices and performance in all that we do. We support and abide by internationally recognized human rights in accordance with the principles outlined in the [United Nation’s Universal Declaration of Human Rights](#) and as expressed in the [International Labor Organization’s Declaration on Fundamental Principles and Rights at Work](#), in addition to complying with all local laws and regulations. Our commitment is demonstrated by becoming a signatory member of the United Nations Global Compact, and aligning with the [United Nations Guiding Principles on Business and Human Rights](#). ASGN also expects its suppliers, business partners, and clients to uphold these principles and urges them to adopt similar policies within their own businesses.

We focus our human rights efforts on areas most relevant to our business and operations in terms of potential human rights impacts. To maintain ASGN’s reputation and ensure that we are not, directly or indirectly, in any way complicit in human rights abuses, we expect all of our internal stakeholders to understand and comply with the following principles:

**Maintain a Healthy and Safe Workplace.** ASGN strives to provide all of our employees, consultants and vendors with a safe and healthy work environment. We do this by following all applicable safety and health laws and regulations, as well as internal requirements within our facilities. Immediately report any potential health or safety issues to your manager.

**Uphold a Culture of Dignity and Respect, and Diversity, Equity and Inclusion (“DEI”).** We are committed to ensuring a respectful environment for all, treating everyone with dignity and respect at all times, and never engaging in illegal discriminatory conduct, abuse of authority, or harassment of any kind. ASGN views DEI as inextricably linked to our mission and core values, which include:

- A steadfast commitment to constant learning, evolving and adapting;
- Being responsive, thoughtful, helpful and responsible to our colleagues, customers and stockholders;
- Taking ownership of our problems and challenges and focusing on being accountable;
- Creating solutions and actively engaging in continual improvement; and
- Empowering our employees and clients to succeed and achieve excellence.

**Provide a Sexual Harassment-Free Workplace.** ASGN is committed to providing a working environment free of all illegal forms of harassment, including sexual harassment. ASGN will not tolerate sexual harassment of or by any of its employees, consultants, applicants, clients or vendors and will treat any violation of this policy as a disciplinary matter. Sexual harassment is prohibited regardless of whether it involves individuals of different sexes or the same sex. This protection extends to our employees assigned and working at a client location, and includes incidents occurring outside of the workplace during the course and scope of assigned ASGN job duties.



**Ensure Fair Employment Decisions.** We are committed to eliminating employment discrimination. ASGN employees are entitled to fair treatment in respect to all aspects of their employment, including compensation and working conditions, consistent with local law. When making employment decisions, ASGN does not tolerate discrimination against a person's legally protected characteristics, such as race, color, religion, gender identity, age, national origin, sexual orientation, marital status, disability status, or veteran status.

**Respect Freedom of Association.** ASGN respects the right of all its employees to join or not to join a trade union of its own choosing, engage in peaceful assembly and bargain collectively in accordance with the law. Employees are free to engage in protected concerted activity and openly communicate and share ideas and concerns about terms and conditions of employment with management without fear of discrimination, reprisal, intimidation or harassment.

**Zero Tolerance for Corruption.** We comply with anticorruption laws, and always compete ethically for our business without paying bribes, kickbacks or giving anything of value to secure an advantage in connection with ASGN's business. See our Anti-Corruption, Reporting and Whistleblower Policy.

**Demand Supply Chain Accountability.** ASGN has zero tolerance for human rights abuses in our supply chain. We are committed to supporting and respecting human rights in our supply chain in a manner consistent with ASGN's Supplier Code of Conduct.

**End Human Trafficking.** ASGN does not tolerate or condone any form of trafficking in persons, which includes but is not limited to the illegal movement of people, trafficking in persons, sexual exploitation, the use of slave or forced labor (which means work performed involuntarily under threat of penalty), or unlawful child labor. ASGN supports the policies adopted by the United States Government which prohibits trafficking in persons, as well as similar laws in other countries. Given the nature of our business, ASGN does not have an extensive supply chain network. Our supply chains include, among others: office supplies including stationery; IT hardware and software; cleaning and catering services; advertising and print services; office build out and building maintenance services; and professional services such as those provided by our external financial auditors. Nevertheless, ASGN is committed to acting ethically and with integrity in all its business dealings and relationships to prevent human trafficking, sexual exploitation, slavery, forced labor, or unlawful child labor anywhere our business operates globally.

ASGN has taken a number of actions to prohibit the use of forced/involuntary labor or unlawful child labor. Employment is limited to those age 15 years or older, and a government-issued birth certificate or official passport is required to verify a worker's age. ASGN ensures all work is voluntary and does not use any form of slave, forced, bonded, indentured, or prison labor. Involuntary labor in this context includes transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

ASGN will not withhold a workers' original government-issued ID or travel documents, and shall ensure that workers are clearly conveyed the conditions of employment in a language understood by the workers. ASGN also will not impose unreasonable restrictions on movement within the workplace or upon entering or exiting company-provided facilities. Workers shall not be required to pay employers' or their agents' recruitment fees or other similar fees to obtain



their employment. If such fees are found to have been paid by workers, the fees shall be repaid to the worker.

We are all responsible for proactively reporting human trafficking to the appropriate authorities. If you know or suspect that human trafficking is occurring/has occurred in any parts of our business or supply chains of any supplier, promptly report it.

**Violation of the Human Rights Policy: Consequences and Reporting.** A violation of this policy could result in disciplinary action, up to and including termination. If you are aware of a violation of this policy, you have an obligation to report it to the Company. As stated in ASGN's [Code of Business Conduct and Ethics Policy \(the "Code"\)](#) ASGN does not tolerate retaliation against any individual who submits a good faith report of a violation or possible violation of law, the Code, or other ASGN policies. To report a possible violation of this policy, contact your HR Manager or ASGN's [anonymous hotline](#).