



## Supplier Code of Conduct

Amended and Restated October 17, 2024

Ethical conduct is one of the core values of ASGN Incorporated and its subsidiaries (“ASGN”). As such, ASGN is committed to working with reputable business partners that share its dedication to ethical business conduct and policies, including a commitment to social and environmental responsibility, and to the principles of the [United Nations Global Compact](#) to which we are committed.

Per ASGN’s Human Rights Policy, and in alignment with the [Responsible Business Alliance](#), ASGN also supports and abides 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 expects its suppliers, business partners, and clients to uphold these principles and urges them to adopt similar policies within their own businesses.

### Scope

ASGN’s Supplier Code of Conduct applies to all contracts with ASGN’s suppliers, vendors, and subcontractors (collectively, “Suppliers”) entered into after the effective date of this policy.

### Requirements

ASGN’s Suppliers are required to uphold the minimum standards and practices as set forth in the Supplier Code of Conduct Policy. In addition, Suppliers must review and adhere to our Code of Business Conduct & Ethics and our Anti-Corruption, Reporting and Whistleblower Policy, which are located on the [Governance Documents](#) page of our website, and provide positive assurance as to their commitment to key practices as outlined in our Supplier Code of Conduct below.

- 1) Compliance with all Laws:** Suppliers must operate in full compliance with all applicable laws and regulations of the country and locale in which the Supplier operates. ASGN further encourages Suppliers to go beyond legal compliance to advance social and environmental responsibility and business ethics.
- 2) Prohibition on Corruption:** Suppliers must operate with honesty and integrity. Suppliers must not engage in bribery, corruption, paying kickbacks, acting unethically, or giving anything of value to secure an unfair advantage, whether in dealings with government officials, political parties, or individuals in the private sector. Suppliers must not engage in any unethical business activity to secure delivery of goods or services.
- 3) Prohibition on Discrimination:** Suppliers must provide a workplace free from illegal discrimination, harassment, or abuse. This includes no discrimination due to race, color, religion, national origin, cultural background, gender, age, disability, sexual orientation, or gender identity, or any other protected status in the jurisdiction where operations are undertaken.
- 4) Uphold Humane Treatment:** There is to be no inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, or mental or physical coercion; nor is there to be the threat of any such treatment. Disciplinary



policies and procedures in support of these requirements shall be clearly defined and communicated to workers, and Suppliers shall not use monetary fines as a disciplinary action.

- 5) **Prohibition on Child Labor:** ASGN will not tolerate or condone unlawful child labor. In support of this policy, ASGN restricts employment to those age 15 years or older. A government-issued birth certificate or official passport is required to verify a worker's age. In addition, Suppliers must comply with all legal requirements for authorized young workers, particularly those pertaining to hours of work, wages, and working conditions.
- 6) **Prohibition on Forced Labor:** All forms of forced or compulsory labor, such as prison labor, bonded labor, or indentured labor, are forbidden in any operations. Human trafficking is also strictly prohibited.
- 7) **Commitment to Health and Safety:** Suppliers must provide clean, safe, and healthy working conditions for all employees. Suppliers must comply with all applicable, legally mandated standards for workplace health and safety in the countries in which they operate and provide workers with appropriate workplace health and safety information and training.
- 8) **Provision of Fair Wages, Benefits and Hours:** Suppliers must pay workers according to any applicable minimum wage, as well as any legally mandated overtime premium for all hours worked. Suppliers must also ensure that any legally mandated benefits are being provided to their employees. Suppliers will not require workers to work in excess of the limits on regular and overtime hours allowed by the law of the country where the worker is located.
- 9) **Respect Employees Rights:** In conformance with local law, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding terms and conditions of employment without fear of discrimination, reprisal, intimidation, or harassment.
- 10) **Compliance with all Environmental Laws:** Suppliers must comply with all local environmental laws applicable to their operations. Additionally, ASGN encourages Suppliers to focus on continuous improvement of environmental performance. See ASGN's Environmental Management Policy for additional guidelines.
- 11) **Commitment to Responsible Sourcing:** Suppliers will be committed to sourcing goods and services with the same fundamental support of human rights, labor, health and safety, environment, and ethics as set forth in this Supplier Code of Conduct.
- 12) **Communication to Employees:** All Suppliers will communicate the provisions of this Supplier Code of Conduct to those employees engaged in providing products or services to ASGN.

### **Violation of ASGN's Supplier Code of Conduct**

Compliance with this Supplier Code of Conduct is mandatory. Suppliers may be monitored through surveys, questionnaires and/or audits. Failure to comply with the Supplier Code of Conduct may result in termination as an ASGN Supplier and potential referral of the matter to local authorities.