

# ***The Aaron's Company, Inc.***

## **Human Rights Policy**

**Aaron's®**

**BrandsMart  
USA®**

**BrandsMart  
Leasing<sup>SM</sup>**

  
**Woodhaven®**

## **1.0 PURPOSE/OBJECTIVE**

This Human Rights Policy (the “Policy”) sets forth the commitment of The Aaron’s Company, Inc. and its subsidiaries (the “Company”) to operating its business in a manner that recognizes the importance of human rights both globally and locally, while helping its Team Members and business partners understand their role in upholding human rights and equality within the workplace.

## **2.0 SCOPE**

This Policy applies to the Company’s business operations and locations in the United States and Canada, the two countries in which it currently conducts business. Covered activities include manufacturing operations, retail business, and logistics that occur at or in connection with Company-operated retail stores, fulfillment centers, services centers, hubs, and store support centers.

## **3.0 POLICY STATEMENT**

The Company is committed to ethical business practices including fair and impartial treatment of all persons regarding hiring, compensation, and benefits; working conditions; global labor and anti-corruption laws; and health, safety, and security. The Company expects its Team Members and business partners to act with the highest ethical standards and treat others with respect every day. The Company’s commitment to human rights is overseen by its board of directors and senior leadership team, and it is embodied in its Code of Conduct and reflected in the way that it conducts business daily. Its approach to protecting and safeguarding human rights is informed by the UN Guiding Principles on Business and Human Rights.

## **4.0 POLICY**

- 4.1 *Diversity and Inclusion.* The Company believes in being an inclusive workplace for all Team Members and is committed to having a diverse workforce that is representative of the customers that choose to shop with the Company in-store or online and in the communities in which it operates. The Company values the unique contributions of each Team Member, and it believes that more is accomplished when teams include people with diverse backgrounds, experiences, and perspectives who work together in an environment where everyone

can contribute and fully utilize their talents. As such, the Company recruits, hires, compensates, and promotes team members based on qualifications, performance, skills, and experience. The Company embraces people's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, genetic information, language, national origin, physical or mental ability, political affiliation, race, religion, sex, sexual orientation, veteran status, or any other basis protected by applicable federal, state, province, or local law.

- 4.2 *A Harassment-Free and Discrimination-Free Workplace.* The Company is committed to providing all Team Members with a work environment that is free from any form of harassment or discrimination by supervisors or other Team Members, customers, vendors, or third parties. Harassment is personally offensive, lowers morale, and interferes with the ability to work cooperatively. The Company's Non-Discrimination and Anti-Harassment Policy prohibits harassment and retaliation against individuals who have complained of harassing conduct or participated in a Company investigation regarding such complaints. The Company prohibits any form of discrimination and conduct based on grounds protected by applicable federal, state, province, or local laws which may include the following: race, color, sex, sexual orientation, gender identity, gender expression, national origin, age, religion, disability, pregnancy, veteran status, military duty, genetic information, and any other factor protected by applicable law. This applies to all personnel actions, including but not limited to recruiting, hiring, training, promotions, compensation, benefits, transfers, layoffs, disciplinary actions, and termination. The Company maintains strong procedures designed to prevent such behaviors, including routinely communicating its expectations and providing training to Team Members and managers. Discrimination and harassment will not be tolerated and will result in disciplinary action, up to and including termination of employment.
- 4.3 *Health, Safety, and Security.* Health, safety, and security are among the Company's top priorities. The Company strives to minimize injury or illness, in addition to property loss or business interruption, caused by accidents, fire, weather incidents, or other hazards. It is expected that all Team Members cooperate fully with Company safety measures and actively participate in helping keep each other safe. Team Members must recognize hazards, anticipate exposures and risks, and act to eliminate or control them.
- 4.4 *Prohibition of Forced Labor, Human Trafficking, and Child Labor.* The Company complies with all applicable employment laws and regulations in the jurisdictions where it operates. The Company prohibits the use of child labor and does not employ involuntary labor

of any kind, and it will not knowingly conduct business with any partner or supplier who does. “Involuntary labor” includes prison labor, indentured or bonded labor, or labor through human trafficking or slavery.

- 4.5 *Anti-Corruption.* The Company prohibits offering, promising, making, requesting, accepting, or agreeing to accept any payments that are illegal. Team Members are expected to adhere to existing policies for anti-corruption and ethical business conduct. The Company conducts annual training on anti-bribery and corruption topics, including applicable laws.
- 4.6 *Code of Conduct, Compliance, and Training.* Obeying the law is the foundation on which the Company’s ethical standards are built. Its Code of Conduct reinforces the belief that every individual is unique and deserving of equal opportunity, inclusion, and respect. The Company’s Code of Conduct specifies that relationships with customers, vendors, competitors, Team Members, and governmental bodies and officials must comply with all laws, rules, and regulations applicable to the conduct of the Company’s business. These include, without limitation, laws covering bribery and kickbacks; the development, testing, manufacturing, marketing and sale of Company products; copyrights, trademarks, and trade secrets; information privacy; insider trading; illegal political contributions; antitrust prohibitions; foreign corrupt practices; offering or receiving gratuities; environmental hazards; employment discrimination or harassment; occupational health and safety; false or misleading financial information; or misuse of corporate assets. All Company Team Members, regardless of position or rank, undergo annual Code of Conduct and compliance training.
- 4.7 *Third-Party Standards of Conduct.* The Company respects the rights of workers who offer services and create the products that it purchases from its suppliers. The Company communicates its expectations to provide safe, energy-efficient, high-quality products, and holds its suppliers to a high standard because the Company strives to be an example of good human rights and labor practices throughout its business activities. As such, care is taken in the selection of suppliers, and the Company also communicates its expectations on social conditions, worker safety and integrity in the workplace and compliance with applicable laws through its Supplier Code of Conduct. Among other items, the Supplier Code of Conduct outlines Company expectations with respect to hiring practices, forced labor, child labor, discrimination, and other labor rights. The Company’s partners and vendors must comply with the Supplier Code of Conduct, conduct their

business with a high level of integrity, and maintain accurate records to demonstrate compliance.

## **5.0 COMPLIANCE, REPORTING AND REVIEW CYCLE**

The Company's performance around respecting and promoting human rights under this Policy will be assessed through its continuous improvement programs, such as tracking and reporting of progress and results. Employees can report suspected Policy violations to the Aaron's-Cares Hotline at 1-866-453-5144 or through [www.aarons-cares.ethicspoint.com](http://www.aarons-cares.ethicspoint.com). No reprisal or retaliatory action will be taken against any employee who, in good faith, raises concerns under this Policy. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

This Policy will be reviewed by the General Counsel at least annually following its initial adoption. The annual review will include identifying needed modifications and opportunities to improve this Policy.