



Corporate Social Responsibility Guidelines

Resources Connection, Inc., including its subsidiaries and operating entities (collectively, “RGP,” “we” or “our”), is committed to upholding the highest standards of human rights and social responsibility. These guidelines are intended to summarize the principles to which we adhere and that we use to guide our conduct. RGP is committed to providing a safe, inclusive, and supportive workplace environment. RGP believes that all employees should be afforded the same opportunities to realize their goals, both personal and professional, without fear of discrimination on the basis of any legally protected characteristic. All principals represented herein should be supported by all individuals and organizations with whom we work, including, employees, contractors, vendors or partners, regardless of geolocation.

Commitment to Human Rights

RGP adheres to the UN Global Compact and is committed to the well-being of all its employees and the global community at large. RGP adopts and adheres to the following principles set forth in the UN Global Compact for purposes of establishing a culture of integrity:

1. We support and respect the protection of internationally proclaimed human rights;
2. We will ensure that neither we, nor any person or entity with whom we do business, is complicit in human rights abuses;
3. We will uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. We support the elimination of all forms of forced or compulsory labor;
5. We support the effective abolition of child labor;
6. We support the elimination of unlawful discrimination in employment and occupation;
7. We support a precautionary approach to environmental challenges;
8. We undertake (and will continue to undertake) initiatives to promote greater environmental responsibility;
9. We encourage the development and diffusion of environmentally friendly technologies; and

10. We will work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption, all of which we support. RGP also adheres to the UN Guiding Principles on Business and Human Rights.

RGP strictly prohibits the practice of unlawful discrimination at any time throughout the hiring process and during employment. RGP is committed to providing a fair living wage and fair working hours for all employees. RGP will not knowingly do business with any contractor, vendor or partner who violates the foregoing principles. RGP is committed to engaging employees in the development of its human rights policies, the implementation of those policies, and the evaluation of the policies' implementation to maintain our human-first culture.

Human Trafficking

RGP opposes slavery and human trafficking in all its forms and has a zero-tolerance-policy for any employee, contractor, vendor, or partner found to be associated with such conduct. The risk of modern slavery in our supply chain is very low because we are a provider of professional services. However, we will continue to monitor any potential areas of risk and take prompt and appropriate remedial action if we become aware of a potential risk of slavery or human trafficking.

RGP encourages reporting of any suspected violations of this provision through the Corporate Integrity Hotline at: 1-866-588-5733.

Diversity & Inclusion

RGP is committed to promoting women and minority groups' rights in the workforce and does not tolerate unlawful discrimination on the basis of race, gender, age, sexual orientation, religion, or any other legally protected attribute. To further this goal, RGP has formed a global Diversity, Equity and Inclusion Council and a global Diversity Ambassador program to implement initiatives that create a work environment where diverse experiences and perspectives of all of our employees can help drive innovation and impact business growth. RGP is proud to report that more than 68% of its North American workforce (as of May 2023) identify as female or as racially/ethnically diverse. While RGP is also a member of, and has already met its commitment to, the Paradigm for Parity movement which encourages gender equality at all levels of the company, we continue to monitor and support representation of women and under-represented individuals across the organization. Further,

40% of RGP's Board of Directors and 100% of RGP's Executive Leadership Team identify as female or as racially/ethnically diverse (as of May 2023).

RGP is an apolitical entity and does not use corporate funds for any political purpose, does not finance any lobbying activities or make contributions to any political candidate, and does not require employees to adhere to one political ideology over another.

Labor Health & Safety

RGP is committed to providing a safe and healthy workplace environment for all employees and visitors. RGP expects employees to use best practices in the workplace to prevent harm to themselves or others. Employees should report all health and safety concerns they encounter to their direct superior or human resources. RGP does not tolerate the use of child labor or forced labor and provides fair working hours and wages to all employees in accordance with applicable laws. In addition, RGP recognizes the right to water as a fundamental right.

RGP prohibits all forms of unlawful harassment in the workplace. RGP believes that all employees should be treated with respect and should not fear their workplace environment due to the unlawful behavior of others. Reports of harassment made in good faith are treated seriously and unlawful harassment of any kind will not be tolerated. To report any concerns or experience with harassment, employees should refer to their local anti-harassment policy, as applicable, or discuss such behavior with their direct superior, contact Human Resources, or contact the Corporate Integrity Hotline at: 1-866-588-5733.

Ethics and Political Contributions

A detailed Code of Business Conduct & Ethics and our Vendor Code of Conduct may be found at <https://ir.rgp.com/corporate-governance>. RGP expects all employees, contractors, partners, suppliers, and vendors to adhere to the Codes of Conduct along with all applicable laws in the jurisdictions in which we operate.

Furthermore, RGP is an apolitical entity and does not use corporate funds for any political purpose, does not finance any lobbying activities or make contributions to any political candidate, and does not require employees to adhere to one political ideology over another.

Anti-Bribery and Anti-Corruption

RGP is committed to conducting business honestly and fairly and complying with all anti-bribery and anti-corruption laws applicable to our operations globally. RGP maintains a robust Compliance Policy for Anti-Bribery and Anti-Corruption that applies to all RGP directors, officers, employees and third parties acting on behalf of RGP, which can be found at

<https://ir.rgp.com/corporate-governance>. RGP provides anti-corruption training to all employees, including management. RGP will not tolerate behavior that violates any applicable anti-bribery or anti-corruption laws or our policy.

Community Involvement

As a global company, RGP works to be a global citizen and uphold the values of human life everywhere. With 35 practice offices in 14 countries (as of May 2023), RGP recognizes and celebrates the inherent diversity in its workforce and the communities in which employees live. RGP supports and encourages employee engagement with their community outside of the workplace and each practice office strives to make a positive impact on the surrounding community. RGP strives to support community organizations through its Social Justice Charitable Matching Fund and sponsorship of BrightPath STEAM Academy, which provides STEAM education to marginalized and underprivileged youth. RGP also recently launched a new Spirit of Volunteerism initiative to share stories, foster community connections and promote organizations and causes that are important to our employees. We've witnessed firsthand the power of service when passionate individuals come together to make an impact in the communities around them and around the globe.

Environmental Policy

As a global professional services firm with no manufacturing or product distribution activities, our environmental footprint is relatively small. However, RGP makes sensible and responsible environmental management an important initiative for our local offices. We strive to reduce our footprint and be environmentally responsible, including by: (1) reducing our global real estate footprint by over 143,000 square feet since June 2020 by creating designated virtual offices, utilizing shared work spaces and expanding our use of technology to allow more employees to work virtually; (2) reducing our use of paper by transitioning more than 95% of client invoices to electronic billing, implementing electronic paystubs for all U.S. employees and reducing our use of print-based marketing materials in favor of digital assets; and (3) minimizing our Company's carbon emissions through reduced air travel and commuting due to our use of virtual offices and hybrid approach to remote and in-office work and maximizing the use of technology for virtual meetings. We also maintain a Global Environmental Responsibility Policy that outlines our goals to reduce our environmental impact and be a good global citizen, which can be found at <https://ir.rgp.com/corporate-governance>.

Commitment To Our People

Our mission as an employer is to connect our team members to meaningful opportunities that maximize their skillset and help them develop and grow in their career.

Each employee at RGP experiences and contributes to a work-life built on: loyalty, integrity, focus, enthusiasm, accountability, and talent. RGP has a distinctively human-first culture and employee experience. As our human first identity might suggest, employee engagement and satisfaction are among management's top priorities.

To further these aims, we invest in our people with training and leadership development programs curated by our dedicated Life & Learning team and provide our employees with a wide array of training, development and learning resources created by external providers as well. We also offer functional training opportunities to our consultant base. Our commitment to our people has resulted in us being honored by Netsuite naming us as the BPO Partner of the Year, and Forbes naming us as one of America's Best Midsize Employers, and as one of the Best Management Consulting Firms.