

Policy Against Forced Labor

Resources Connection, Inc. (“RGP” or the “Company”), including its operating entities, is committed to the highest standards of ethical conduct in every aspect of its business. This Policy Against Forced Labor affirms RGP’s strict prohibition against the use of forced, bonded, trafficked, or involuntary labor in any form. This Policy applies to all RGP employees, contractors, and subcontractors.

The organization upholds a zero-tolerance approach to forced, bonded, trafficked, or indentured labor. All workers are employed voluntarily and retain the right to free movement, termination of employment with notice, and control of their personal documents and belongings.

In line with the Responsible Business Alliance (RBA) Code of Conduct and applicable laws, no worker shall pay recruitment fees, deposits, or incur debt as a condition of employment. All employment contracts are provided in a language understood by the worker, and no practices of coercion, intimidation, or restriction of freedom will be tolerated.

This policy reflects our commitment to protect the dignity, rights, and well-being of every worker, ensuring that our operations and supply chains remain free from forced labor in any form.

Policy Statement

RGP categorically prohibits all forms of forced or compulsory labor activities, including but not limited to:

- Engaging in trafficking of persons;
- Using forced labor in the performance of any work;
- Using any individual held in slavery or servitude in the performance of any work;
- Destroying, concealing, confiscating, or otherwise denying access by a worker to the worker’s identity or immigration documents, such as passports or drivers’ licenses;
- Using misleading or fraudulent recruitment practices, such as failing to disclose, in a format and language accessible to the employee, basic information or making material misrepresentations during the

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recruitment of workers regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, any significant cost to be charged to the worker, and, if applicable, the hazardous nature of the work;

- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Failing to pay employees, contractors, or subcontractors for work performed in a timely manner as required by law and/or contract;
- Restricting an employee, contractor, or subcontractor's ability to move freely in designated work areas;
- Charging applicants, candidates, or workers recruitment fees;
- If required by law, failing to provide an employment contract, recruitment agreement, or similar work document in writing and in a language the employee understands;
- If required by law, failing to provide an employment contract, recruitment agreement, or similar work document to an employee within a reasonable time prior to the employee relocating if the employee must relocate to perform the work.

Policy Compliance

Any individual who suspects a violation of this policy should report the matter without fear of retaliation. Suspected violations may be reported to RGP's Legal team (asklegal@rgp.com) or through RGP's Corporate Integrity Hotline at 1-866-588-5733, which allows anonymous reporting as permitted by applicable law. Reports will be investigated promptly, and corrective action will be taken, as appropriate. RGP may, from time to time, amend the provisions of this policy.