



## Hub Group, Inc. HUMAN RIGHTS POLICY

Issued March 2022

Our business has grown and changed but our fundamental values have continued to move us the way ahead. Our values include a commitment to respect for human rights, which includes:

- Promoting a workplace free of discrimination and harassment
- Providing fair and equitable wages, benefits, and other conditions of employment in accordance with local laws
- Prohibiting child labor, forced labor and human trafficking
- Providing safe and healthy working conditions and workplace security
- Promoting a commitment to human rights by our supply chain
- Promoting community and stakeholder engagement

This policy applies to all Hub Group employees and is overseen by the Company's Chief Human Resources Officer.

### Human Rights Guiding Principles

**Discrimination and Harassment:** We prohibit any type of discrimination or harassment based on age, race, sex, color, national origin, religion, gender identity, disability, sexual orientation, pregnancy status, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, harassment or retaliation of any kind, whether in the workplace or in any work-related situation outside of the workplace.

**Work Hours, Wages and Benefits:** We compensate employees competitively relative to the industry and local labor markets. We work to ensure full compliance with applicable wage, work hours, overtime, benefits, and similar laws.

**Child Labor:** We prohibit the hiring of individuals that are under 18 years of age, other than for internship-type positions in office settings.

**Forced Labor and Human Tracking:** We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

**Safe and Healthy Workplace:** We strive to provide and maintain a safe and healthy workplace and comply with applicable safety and health laws and regulations.

**Workplace Security:** We seek to maintain a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats.

**Supply Chain:** We have established a Supplier Code of Conduct to encourage a commitment to human rights, fair labor practices and safe and healthy work practices by our suppliers.

**Community Engagement:** We recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business.

**Reporting Concerns:** Employees may report violations of the Human Rights Policy through one of several channels without fear of reprisal, including local management, human resources, or the Company's Ethics Hotline.