



## **HUMAN RIGHTS STATEMENT**

At Americold, we are driven by our commitment to safety, respect of our associates, compliance with all applicable laws and regulations, and good stewardship of resources as we conduct business. Our success is dependent on our reputation with our associates, customers, suppliers, investors and the communities where we work and live.

### **Commitment to Human Rights**

We support the principles articulated in the United Nations Guiding Principles on Business and Human Rights and are committed to respecting all of the rights articulated in the United Nations Universal Declaration of Human Rights.

### **Commitment to Ethical Conduct**

We are committed to operating our business with a culture of ethics and integrity.

All Americold associates and third-party representatives are expected to act in a manner that reflects the values outlined in our Code of Business Conduct and Ethics, which is intended to help them make smart, ethical decisions in their day-to-day activities. Our Code of Business Conduct and Ethics also outlines the avenues available for reporting potential violations or concerns.

### **Diversity and Inclusion**

Being a key player in our industry requires us to work together as a team—a team that respects each other's differences and values each other's contributions. We place significance on fostering a diverse, inclusive work environment where all ideas, perspectives, and backgrounds are considered.

We do not discriminate based on race, color, national origin, ancestry, religion, genetic information, physical and mental disability, marital status, age, sexual orientation or identification, gender, veteran status, political affiliation, physical appearance or any other characteristic protected by law.

We do not tolerate our associates, customers or business partners engaging in discrimination, unlawful harassment, hate-related behavior, or other conduct or actions that have a direct or indirect discriminatory or other harmful effect.

### **Freedom of Association and Collective Bargaining**

We recognize and respect our associate's right to choose whether or not to join a labor union and collectively bargain in accordance with local or national laws and regulations.

## **Workplace Safety**

The safety of our associates is core to everything we do. We are committed to providing a safe and healthy work environment and complying with all applicable safety and health laws and regulations.

We do not tolerate violence, threats of violence, harassment, or any other unsafe or disruptive behavior against associates or other individuals by anyone on company property.

## **Work Hours, Wages, and Benefits**

We adhere to all wage and work hour laws in the locations where we operate.

Associates are offered competitive compensation and benefits relative to our industry, local labor market, and collective bargaining agreements.

## **Forced Labor and Human Trafficking**

We do not knowingly engage in forced, bonded, or involuntary prison labor.

## **Child Labor**

We do not knowingly employ workers in violation of any applicable national or local regulation governing age of employment.

## **Privacy**

We respect the privacy of personally identifiable and other information of our associates, customers, suppliers, and business partners. We are committed to proper handling of this information in accordance with Americold privacy policies, contractual obligations, and applicable privacy laws.

## **Suppliers**

We expect our suppliers and business partners to uphold individual rights, including wage and hour laws, in the work they perform for us. Furthermore, we expect our suppliers to promote and comply with international standards for human rights, including those set forth by the United Nations. This means, in part, that under no circumstances should our suppliers use any forced, bonded, indentured or prison labor. All suppliers and business partners of Americold are expected to comply with international regulations preventing worker exploitation and human trafficking.

*The Human Rights Statement is overseen by Americold's Board of Trustees, including the Chief Executive Officer.*