

1.0 Purpose and Oversight

Werner Enterprises, Inc. (including its subsidiaries, the “Company”) is committed to responsible practices that further human rights (the “Objective”), which is part of the Company’s Environmental Social and Governance (“ESG”) strategy. The strategy is grounded in the priorities of Company stakeholders and overseen by the ESG Committee (the “Committee”) of the Company’s Board of Directors. This Human Rights Policy (the “Policy”) is to establish a Company framework for progress toward such Objective. This strategy also aligns with the Company’s goals of driving shareholder value, safely providing service to customers, and ensuring the Company is an employer of choice in the markets it serves.

The WernerBlue Task Force, comprised of associates from across the Company, assists the Committee in Policy oversight and serves as a resource to the Company in Policy implementation. The Policy may be amended from time to time.

2.0 Policy

The Company shall:

- A. Establish measurable goals that align with the Objective; periodically review and update such goals based on factors such as changes in operational and regulatory environments; and include progress toward goal achievement in the Corporate Sustainability Report periodically published on the Company’s investor website.
- B. Maintain and make readily available to associates policies and/or handbooks that speak to the Company’s commitment to equal employment opportunities; express the Company’s intolerance of unlawful harassment or discrimination; demand compliance with applicable laws and regulations; require ethical business practices; contain procedures for reporting complaints; and address non-retaliation for complaints.
- C. Combat human trafficking and child and other forced labor, and, through training and recognition programs, encourage Company customers, vendors and carriers to participate in such efforts.
- D. Comply with applicable federal, state and local regulations that govern minimum wages and other aspects of fair compensation and prohibit illegal employment practices.
- E. With the aim of safely serving America every day, foster the Company’s core values of safety and service, integrity, inclusion, community, innovation and leadership.
- F. Commit to safety on the road through technology investments, driver skills and professionalism training, and compliance with applicable laws and regulations.
- G. Support customers’ human rights and social initiatives and endeavor to respond as feasible to requests for supplier diversity data and other available information.