



Lifeguard
Solutions

Human Rights Policy Statement

About Lifeguard Solutions:

Lifeguard Solutions' view on human rights reflects the Company's commitment to conduct its business in a manner consistent with ethical principles and to protect human rights within the Company's sphere of influence. In addition, the Company's core values below work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

Lifeguard Solutions Core Values:

- Act with integrity
- Respect everyone, everywhere
- Provide individual opportunity and accountability
- Diversity or inclusion

Lifeguard Solutions' core values and Business Principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws.

Accountability for third parties

In addition, parties contracting with the Company are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary, the Company will take actions to terminate relationships with parties who fail to comply with those standards.

Protection of the Rights of Children

Lifeguard Solutions condemns all forms of exploitation of children. The Company does not recruit child labor, and supports the elimination of exploitive child labor. Lifeguard Solutions also is supportive of laws duly enacted to prevent and punish

the crime of sexual exploitation of children. Lifeguard Solutions will cooperate with law enforcement authorities to address any such instances of exploitation of which the Company becomes aware.

Protection of the Rights of Employees

Lifeguard Solutions acknowledges the human rights of its employees and contractors throughout the globe and endeavors to provide a safe and healthy working environment for all. Lifeguard Solutions supports the elimination of all forms of forced, bonded or compulsory labor, the freedom of association and the right to choose a collective bargaining representative, if desired.

Lifeguard Solutions further supports and upholds the elimination of discriminatory practices with respect to employment and occupation, and promotes and embraces diversity in all aspects of its business operations. Lifeguard Solutions is an equal opportunity employer and does not discriminate either directly or indirectly against employees or prospective employees on the basis of race, color, religion, sex, sexual preference/orientation, citizenship, marital status, veteran status, national origin, age or disability, or against any other protection established by applicable law or regulation.