

**Policy:** Human Rights Policy  
**Company:** ArcBest

This Human Rights Policy of ArcBest Corporation and its subsidiaries (collectively, the “Company” or “ArcBest”) applies to all Directors, officers, employees, representatives, and agents of the Company, regardless of geographic location. We also expect our sub-contractors, vendors, and suppliers to uphold these principles and adopt similar policies within their businesses. This policy is overseen by the Nominating/Corporate Governance Committee of the ArcBest Corporation Board of Directors.

ArcBest believes that respect for human rights is foundational for the Social component of our Environmental, Social and Governance (“ESG”) programs. In addition to our commitment to the UN Global Compact’s ten principles on human rights as stated in the Company’s Code of Conduct, we acknowledge and respect internationally recognized human rights principles as described in the [UN Guiding Principles on Business and Human Rights](#). Complementing our mandatory Code of Conduct training, employees also must complete training on various human rights topics.

Consistent with the rights and practices set forth in our Code of Conduct and Supplier Code of Conduct, we:

- Provide a safe work environment in all of our locations and operations;
- Recognize access to clean water as a fundamental human right;
- Pay employees a fair living wage that meets or exceeds legal minimum wage and provide all benefits and overtime pay in compliance with applicable laws;
- Recognize and respect the rights of employees to freedom of association and collective bargaining;
- Promote an inclusive work environment that values the diversity of employees and respects the rights of individuals, including but not limited to women, the LGBTQ+ community, and minorities;
- Only employ United States citizens and aliens who are authorized to work in the United States;
- Never engage in, use or tolerate any form of forced labor, child labor or human trafficking;
- Do not discriminate, or tolerate discrimination, on the basis of gender, color, race, national origin, religion, sexual orientation, age, veteran status, disability, gender identity or any other category protected by law;
- Do not promote or tolerate any form of physical, sexual or psychological abuse, verbal harassment, bullying or intimidation.

ArcBest supports every person’s right to safety and security. To promote the safety and security of our employees, we have an ongoing focus on security at all campuses and facilities. Our safety and security initiatives include operations safety training for all field employees; improved equipment safety features; evacuation leader training for emergency response; campus security assessments; and active shooter and violent incident training.

Each employee has responsibility for maintaining a safe workplace for all employees, customers, and associates by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices, or conditions. Violence and threatening behavior are prohibited. The Company has separate written policies regarding the reporting of violence in the workplace and prohibiting discrimination, including sexual harassment, with which all Directors, officers, employees, representatives, agents, sub-contractors, vendors, and suppliers are required to comply.

ArcBest condemns all forms of human trafficking. The Company recognizes human trafficking as a business of stealing freedom for profit in what is a multi-billion dollar criminal industry and denies freedom to millions of people around the world. Because our industry is often linked to trafficking, we believe it is critical to train all employees about the topic, so they know how to identify and safely report these crimes. Drivers for ABF Freight

## **2024 Policy Update**

are the first line of defense in our supply chain, and beginning in 2018, Truckers Against Trafficking (TAT) training has been mandatory for all ABF Freight drivers. ArcBest will strictly comply with all applicable laws and regulations regarding the prevention of human trafficking. It is the Company's intent to cooperate with law enforcement authorities to address any such instances of exploitation.

We must all work to ensure prompt and consistent action against violations of human rights, including human trafficking. Employees are obligated by this policy and the Code of Conduct to promptly report any known or suspected legal or ethical violation to a supervisor, manager, Human Resources, Internal Audit or the Legal Department, or through the EthicsPoint reporting hotline, and employees are expected to cooperate in internal investigations.

If an employee has a question or concern about something that may violate a person's human rights or is otherwise illegal or unethical, he or she has an obligation to report it. Below is contact information employees may use for reporting:

ArcBest Human Resources  
ArcBest HR Compliance  
PO Box 10048  
Fort Smith, AR 72917  
(479) 785-6466  
[HRCompliance@arcb.com](mailto:HRCompliance@arcb.com)

Legal Department  
Chief Legal Officer: Michael R. Johns  
PO Box 10048  
Fort Smith, AR 72917  
(479) 785-6130  
[MJohns@arcb.com](mailto:MJohns@arcb.com)

Internal Audit  
Vice President – Internal Audit: Laura Bogner  
PO Box 10048  
Fort Smith, AR 72917  
(479) 785-6272  
email: [lbogner@arcb.com](mailto:lbogner@arcb.com)

Employees may also submit confidential, anonymous reports through **EthicsPoint**, an independent and confidential reporting tool, by phone or online:

Anonymous Ethics & Compliance Reporting Tool Toll Free: 1-800-495-1702  
Online: [www.arcb.ethicspoint.com](http://www.arcb.ethicspoint.com)

To report suspected human trafficking, employees may also utilize the **National Human Trafficking Hotline** at 1-888-373-7888 or text "help" to BeFree (233733).

*Approved by the Nominating/Corporate Governance Committee of the ArcBest Corporation Board of Directors as of July 29, 2024.*