

Human Rights Statement

At SP+, we are committed to treating all of our stakeholders – including our employees, clients, customers, shareholders and vendor partners, as well as members of the communities in which we operate – with dignity and respect, and also to partnering with our stakeholders to help them to do the same.

Respect for Human Rights

We support the principles outlined in the Universal Declaration for Human Rights, (www.un.org/en/documents/udhr). We emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain. Where we don't have managerial control, we seek to promote compliance with this objective. We are dedicated to complying with applicable laws and implementing appropriate controls wherever we operate.

We are committed to ensuring all work is voluntary. We do not tolerate the use of forced, bonded or indentured labor, involuntary prison labor, slavery or human trafficking in our workplaces and throughout our supply chain.

Child labor will not be used under any circumstances. All employees must meet the minimum age requirement set by local laws.

Valuing Diversity & Inclusion

We value the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, creed, color, ancestry, gender, sexual orientation, marital status, religion, national origin, age, physical disability, mental disability, medical condition, veteran status, or any other legally protected status as defined by applicable laws. Regardless of personal characteristics or status, SP+ does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We respect our employees' right to associate or not associate with third-party organizations, join, form or not join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws, without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representative.

Minimum Wage, Hours and Benefits

We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

Workplace Health and Safety

We strive to provide a workplace that is free of accidents, injuries and exposure to health risks and will engage with employees to continue to improve health and safety practices in our workplaces.

Anti-Corruption

Corruption in any form, including but not limited to, bribery, extortion and coercion, is strictly prohibited.

Accountability

These principles apply to any persons performing work on behalf of the company. We also expect that our clients, customers, suppliers, vendors, and others engaged in business with SP+ value and respect human rights and adhere to these principles.

Employees are encouraged to raise any concerns with their manager or any officer of the Company, Human Resources, or to submit a report via our 24-hour hotline (**SP+** Hotline at 1-800-245-4714 or via the Internet at <https://www.ethicsreportline.spplus.com>). For any stakeholder, if you have any questions or concerns regarding this statement, please contact sustainability@spplus.com.