



Policy Statement Equal Employment Opportunity and Affirmative Action

It is the policy of Kelly Services to provide equal employment opportunity in recruitment, selection, training, compensation, promotion, job transfer, and assignments and to ensure that employment decisions are based only on valid job requirements. These opportunities and other conditions of employment are extended to applicants and employees regardless of an individual's race, color, sex, pregnancy, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, veteran and military status, and/or other protected categories under applicable laws and further, to take affirmative action to employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans.¹ Kelly Services has an audit and reporting system to allow for effective measurement of its affirmative action activities. As President and CEO of Kelly Services, I wish to reaffirm and reemphasize that this policy applies throughout the Company.

It is also the policy of Kelly Services to make reasonable accommodations for qualified persons with disabilities, including disabled veterans, in appropriate circumstances, and to extend employment opportunities to such persons.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, opposing a legally protected act regarding equal opportunity in employment,² or assisting/participating in an investigation or related State/Federal proceeding under applicable laws.

Kelly's Chief People Officer is designated as the Equal Employment policy officer for the Company.

A handwritten signature in black ink, appearing to read "Peter Quigley".

Peter Quigley
President and
Chief Executive Officer

¹ The term protected Veterans, as applicable in this policy, includes disabled veterans, recently separated veterans, active duty or wartime campaign badge veterans, Armed Forces service medal veterans, pre-Jobs for Veteran's Act (JVA) veterans, as defined by the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

² Including Section 503 of the Rehabilitation Act, the affirmative action provisions of VEVRAA, and Executive Order 11246