



Statement on Human Rights

Updated: 30 September 2022

Professional Contract Services, Inc. is committed to being a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights. As a nationwide socially responsible not-for-profit company with a relevant world view, we strive to uphold global standards for responsible business. This means dedicated commitment to equal opportunity, the freedom to associate and bargain collectively, and the elimination of modern slavery, human trafficking, and harmful or exploitative forms of child labor. We exercise our influence by conducting our business operations in ways that seek to respect, protect, and promote the full range of human rights as described in the United Nations' Universal Declaration of Human Rights.

While it is government that bears primary responsibility for safeguarding human rights through the rule of law, we believe "we are in this together," and acknowledge our corporate responsibility to respect human rights as articulated in the United Nations' Guiding Principles on Business and Human Rights. Professional Contract Services Inc. complies with the laws and regulations in the areas in which we operate while simultaneously conducting our business in a way that encourages the promotion of human rights. We do this, for example, through our own policies, procedures, and standards of practice such as the PCSI Employee Handbook, annual Ethics and Compliance Training, and our onboarding procedures, all of which explain and emphasize our values of Personal Courage, Compassion, Selflessness & Integrity. We are totally committed to ensuring a workplace that supports inclusive equal opportunity, dignity, respect, and fairness.

PCSI also willingly and proactively engages with clients (including corporations, governments, financial institutions, nongovernmental organizations, and individuals) on human rights issues. We seek to remind and exhort our clients to take all aspects of human rights into consideration across business activities.

PCSI will continue to respect and support the promotion of human rights across our business, and we hope our actions will encourage and inspire such practices nationally and beyond.



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Anthony A. Cucolo III
President and Chief Executive Officer
Professional Contract Services, Inc.