

PROG HOLDINGS, INC. HUMAN RIGHTS POLICY

OUR COMMITMENT

PROG Holdings, Inc., including all of its subsidiaries (collectively, the “Company”, “we” or “our”) is committed to honoring and advocating for fundamental human rights, including that everyone, including our customers and employees and the employees of our vendors, deserves to be treated with dignity, fairness and respect. We also are committed to striving to ensure that we are ethical and responsible in all of our business practices.

The Company does not tolerate corruption, discrimination, hate, harassment, forced or child labor, modern slavery, or human trafficking in any form, and we expect our vendors to take the same positions on those important human rights issues. We offer equal employment opportunities and are proud of our efforts and initiatives to promote and support diversity, equity, inclusion and belonging.

Our commitment to ethical and responsible business practices, and the humane treatment of our customers and employees, is embodied throughout our Code of Conduct and numerous other policies that address the lawful and fair treatment of our customers and employees. Our commitment to those principles is demonstrated in many ways, including through our requirement that our employees participate in annual training on our Code of Conduct and those other policies.

Many of the concepts set forth in this Human Rights Policy are based on portions of the standards of the Universal Declaration of Human Rights and the International Labor Organization’s Fundamental Conventions.

OUR EFFORTS

We believe it is our duty to promote and protect human rights in our dealings with our employees, customers, vendors and other stakeholders, and that those efforts increase the sustainability of the Company and its long-term value to our shareholders. Consistent with that belief, we continuously strive to:

- Satisfy all legal and regulatory requirements governing the provision of our offerings to our customers
- Offer our products and services without discriminating on any basis protected by law including, but not limited to, race, color, religion, national origin, sex, sexual orientation, gender identity or expression, marital status and disability
- Conduct our business in compliance with all labor, safety, health, anti-discrimination, and other workplace laws and regulations, and provide a safe and healthy work environment
- Offer equal employment opportunities

- Provide and require participation by our employees in training about relevant human rights issues, including diversity, equity and inclusion, and anti-harassment and anti-discrimination
- Promote diversity, equity and inclusion for our employees through our recruiting efforts, employee resource groups, mentoring programs, guest speakers and other initiatives, so that our workforce composition will reflect the diverse communities where our customers and employees live and work
- Provide our employees with multiple avenues through which they can raise any good faith concerns they may have about possible violations of laws or Company policies, including discrimination or harassment or an unsafe work environment, directly within the organization, including through our ethics hotline which provides a confidential and anonymous reporting channel to employees and others to report concerns they may have regarding the Company without fear of retaliation
- Offer career and personal development counseling, training, and other opportunities intended to further improve the lives of our employees
- Provide competitive compensation and benefits packages, which includes paying all of our hourly employees at or above the locally mandated minimum wage.
- Expect our vendors to abide by our Vendor Code of Conduct, which, among other things, addresses our requirements regarding the fair and humane treatment of their workers
- Donate to, and volunteer with, nonprofit organizations to address critical human rights issues, such as affordable housing, economic empowerment and education, gender and racial equity, jobs training and readiness, and food insecurity.

OUR FUTURE

We intend to continue to support the promotion of human rights for our customers, employees and other stakeholders, and across all of our subsidiaries and business units, and throughout all of our business practices. We believe the long-term sustainability of the Company, and thus, shareholder value creation, is dependent upon those efforts.