

upbound™

BECAUSE WE ARE DEDICATED TO HAVING A SERVING CULTURE WHERE WE TREAT OTHERS HOW WE WANT TO BE TREATED...

OUR DOORS ARE ALWAYS OPEN

EQUAL OPPORTUNITY EMPLOYMENT

Upbound Group is committed to equal opportunity employment and will not discriminate or harass any coworker or applicant for employment on the basis of actual or perceived race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex (including pregnancy, childbirth, lactation and related medical conditions), gender (including gender identity, transgender and gender expression), age, sexual orientation, Civil Air Patrol status, military and veteran status, immigration status, or any other consideration protected by federal, state or local law.

ETHICAL BUSINESS PRACTICES

Upbound Group's long-term success depends on our reputation for acting responsibly and fulfilling our commitment to work ethically, safely and in compliance with the laws and regulations that govern our business activities. Our strong values provide the foundation upon which we have built our success over the years and upon which we will continue to thrive. All coworkers of Upbound are required to maintain ethical and safe business practices and workplace conduct in accordance with our Code of Business Conduct and Ethics and other company policies.

OPEN DOOR REPORTING POLICY

As part of our commitment to maintaining a culture of ethical conduct and legal compliance, Upbound Group maintains and enforces a policy of no retaliation against individuals reporting in good faith any concerns regarding unethical behavior, including any violation or suspected violation of the Code of Business Conduct and Ethics or other company policies. If you have any such concerns please report these concerns as soon as possible to:

- » Your immediate manager, District Manager/Territory Manager, or Regional Director (refer to the RACiNET directory); or
- » The external hotline operated by our third party provider at **(866) 480-6135**. Coworkers contacting this external hotline can remain anonymous; or
- » The General Counsel or Compliance Officer at compliance@rentacenter.com

Confidentiality will be maintained to the extent possible and Upbound Group will not tolerate any retaliation against anyone reporting suspected violations of Company policy in good faith or participating in the investigation of alleged violations.