

# Human Rights Statement

December 1, 2020

## I. Policy Overview

This Statement applies to Dayforce, Inc., its subsidiaries, affiliates, partnerships, joint ventures (collectively the “Company”) and to such entities’ shareholders, directors, officers, employees, and agents (“Company Representatives”).

It sets forth the Company’s clear commitment to respect human rights in the Company’s operations.

This Statement complements the Company’s following policies: Code of Conduct, Vendor Code of Conduct, Modern Slavery Statement, and global Respectful Workplace (and related) policies.

## II. Human Rights Statement

This statement is uniquely our own. However, in its development, we considered for purposes of guidance, a number of international instruments, including the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work.

The Company is committed to respecting the recognized human rights principles aimed at promoting and protecting human rights in the countries in which we operate. We recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions.

Consistent with our commitment, we:

- strive to eliminate forced labor, child labor, and discrimination in the workplace;
- work to establish safe and healthy working conditions;
- value diversity as part of our business strategy;
- seek to compensate employees competitively and to comply with applicable wage, work hours, overtime and benefits laws; and,
- respect principles of freedom of association and the right to collective bargaining in accordance with applicable law and practice.

We believe one of the best ways to fulfill our commitment to respect human rights is to build a culture of trust and respect throughout our organization. We seek to achieve this in many different ways, and are continuously looking for ways to improve on our efforts.

We work hard to make the Company an outstanding employer and corporate citizen, and encourage dialogue and engagement throughout our organization with internal and external stakeholders.

## III. Our Vendors

As defined in our Vendor Code of Conduct, “Vendor” is any individual or entity who is under contract with Dayforce to provide goods and services to Dayforce. We have a large and diverse network of Vendors, and recognize the roles they play in helping us fulfill the objectives to which we aspire through this policy.

We expect our Vendors to embrace the Company's commitment set forth in this Statement, and where applicable, to follow our Vendor Code of Conduct.

Recognizing that each entity in that network should seek to undertake its own efforts to address human rights issues, we support our Vendors' own efforts on this subject.

## IV. Operationalizing These Commitments

As part of our commitment to respect human rights, we have undertaken to establish internal and external mechanisms to help identify, address, and mitigate potential adverse human rights impacts that may have direct linkage to our actions.

Many of these mechanisms already exist and are integrated into our operations through established policies, which include, but are not limited to the Company's policies including: Code of Conduct, Equal Employment Opportunity, Modern Slavery Statement, global Respectful Workplace policies, and Vendor Code of Conduct.

We strive to review the operationalization of this statement with a goal toward the continuous improvement of our ability to fulfill our commitments.

Our Human Resources, Legal, and Vendor Management teams are responsible for coordinating the operationalization of our commitments across the Company.

## V. Stakeholder Engagement

Consistent with our commitment to dialogue and engagement, we consult with relevant internal and external stakeholders to understand human rights-related concerns and issues, and to assess and escalate them as appropriate.

## VI. Reporting Concerns/ Issues

Dayforce encourages all its Company Representatives and Vendors to report any concerns related to Dayforce's direct activities, including any adverse human rights impacts.

This Statement complements the Company's "No Retaliation" policy available in our global Respectful Workplace policies and Code of Conduct which sets forth the Company's clear policy on reporting illegal or unethical behavior, including adverse human rights impacts, and protection against retaliation for making such reports.

Dayforce's reporting procedure is designed to make it easy for Company Representatives and Vendors to make disclosures in full confidence without fear of retaliation, including by the provision of an anonymous reporting line via Ethics Point at [www.ethicspoint.com](http://www.ethicspoint.com), or:

- In the U.S.: 1-866-ETHICSP (866-384-4277)
- In the U.K.: 0-800-89-0011
- In Australia: 1-800-551-155 (Aus Optus); 1-800-881-011 (Aus Telstra)
- In Canada: 1-844-620-5859
- In China: 400-120-4726
- In Germany: 0-800-225-5288; at the English prompt, dial 833-623-0604
- In India: 000-800-0502-201
- In Malaysia: 1-800-81-9663
- In Mauritius: 01 120; at the English prompt, dial 844-620-5859



- In New Zealand: 000-911; at the English prompt, dial 833-623-0604
- In the Philippines: 1800-1-322-0305
- In Singapore: 800-492-2250

This Statement has been approved by the Board of Directors.

A handwritten signature in black ink, appearing to read "Dan Onip".

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CEO