

Human Rights Position

PURPOSE

This document reports on Cintas' policies on and commitments to Human Rights.

Cintas strives to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our partners and suppliers. This Position Statement and our Human Rights Policy are guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

SCOPE

This commitment applies to all Cintas operations and working Partners, as well as the suppliers and vendors we work with every day. In addition, we support our customers' efforts in this area.

POSITION

Cintas is committed to respecting and promoting human rights through the following specific actions:

- We are civically active in the communities we serve, and we strive to be respected for our broader contributions as an employer, community member, and partner.
- We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other stat protected by applicable law.
- We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Each partner has the right to say "yes" and the freedom to say "no" to unionization.
- We provide a safe and healthy workplace and comply with applicable safety and health laws and regulations.
- We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.
- We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.
- We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.
- We prohibit the use of child labor.
- We compensate employees competitively relative to the industry and local labor market.
- We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.