Serving the UniFirst Way

CODE OF CONDUCT



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A Message From Our CEO

At UniFirst, we always deliver. We take great pride in serving the people who keep businesses running, industries growing, and communities thriving.

For almost a hundred years, our Team Partners have been building strong, lasting relationships through trust, reliability, and integrity.

That doesn't happen by accident.

It takes commitment, consistency, and a shared understanding of how we serve our customers. That's where our Code of Conduct comes in.

This Code isn't just a set of rules, it's a reflection of who we are and how we show up every day for each other, for our customers, and for the communities we serve. It guides our decision making, reinforces our values, and helps us navigate challenges with confidence and clarity.

Most importantly, our Code of Conduct empowers each of us to speak up when something doesn't feel right, and it ensures we have the tools and support to do so.

Our continued success depends on every Team Partner staying true to the values that define UniFirst.

Thank you for your hard work and your ongoing commitment to serving the people who do the hard work.

Thank you for being the people who always deliver.

Sincerely,

Steven Sintros
President and CEO



UniFirst

Our Mission and Core Values

OUR MISSION

TO SERVE THE PEOPLE WHO DO THE HARD WORK.

Helping them succeed and deliver for what gives their lives meaning.

OUR CORE VALUES

CUSTOMER FOCUS

At the heart of everything we do is a commitment to our customers. Whether you're in a customer-facing role or supporting behind the scenes, your work directly impacts the experience we deliver.

RESPECT FOR OTHERS

We treat every individual with dignity, fairness, and professionalism, whether a UniFirst Team Partner, customer, or third party. We believe that mutual respect fosters trust, strengthens collaboration, and builds a culture where diverse perspectives are welcomed, valued, and celebrated.

COMMITMENT TO QUALITY

We are dedicated to excellence in everything we do, from the way we support each other to the standards we uphold in our work. Every Team Partner plays a vital role in delivering thoughtful, high-quality outcomes that reflect our shared pride and purpose.



Learning the Code

UniFirst's Code of Conduct is your resource for making ethical decisions.

About Our Code

The UniFirst Code of Conduct is more than a set of rules. It's a reflection of who we are and what we stand for. It outlines the ethical principles and expectations that guide our behavior, helping us navigate complex situations with clarity and confidence.

By following the Code, we ensure that our actions align with UniFirst's Core Values, protect our reputation, and foster a workplace built on respect, accountability, and trust. It empowers every Team Partner to make sound decisions and reinforces our shared commitment to doing business the right way every time.

While the Code can't cover every situation, it's here to point you in the right direction. And when something isn't clear, don't hesitate to reach out to any of the UniFirst resources listed in the Code. Help is always available, because doing the right thing is a team effort.

THE CODE APPLIES TO ALL UNIFIRST TEAM PARTNERS

Every UniFirst Team Partner, at every level of the Company, is expected to know and follow the Code. That includes our managers and supervisors, directors and officers, service personnel, office staff, plant workers, sales teams, and everyone in between. Whether you work at one of our operating locations, in supply chain or as part of our Support Services Team, the Code applies to you. Always.

We also expect our vendors, suppliers, and other business partners to uphold similar high standards. When working on behalf of UniFirst, they must operate ethically, comply with all applicable laws, and follow our Vendor Code of Conduct.

WHEN THE CODE IS VIOLATED

Nothing comes between us and our commitment to integrity. It's why we don't tolerate Code violations. They don't just break our Company's rules, they stop us from living our Core Values and preserving UniFirst's reputation. A Code or policy violation can lead to disciplinary action, or even termination of employment. And if a law has been broken, additional legal consequences may impact UniFirst and result in civil penalties, criminal prosecution, fines and even jail time for you, other Team Partners, and leaders.

IT COULD HAPPEN

A UniFirst leader has asked me to do something that is unethical and sounds like a violation of the Code. What should I do?

Report it immediately. Nobody, no matter their position or seniority, is above our Code. No one has the authority to ask you or anyone else to violate the Code. Speak up about your concerns. Remember, UniFirst does not tolerate retaliation for speaking up.

The Code is your best tool to:

- Connect with and live our Core Values
- Navigate ethical situations
- Choose what's right
- Speak up and ask questions
- Find additional help

Did you know?

You violate the Code if you ignore misconduct.

As a Team Partner, you are required to follow the Code and report any violations or suspected violations.

Your Role

Delivering our best starts with personal accountability, each of us showing up with purpose, owning our responsibilities, and committing to excellence in everything we do. When we follow the Code, we each do our part to strengthen UniFirst's reputation and help drive our shared success.



AS TEAM PARTNERS, YOU'RE EXPECTED TO:

Live our Core Values. Let your actions reflect our Core Values in everything you do.

Do everything "by the Code." Use it as your guide. Every day, in every situation. When in doubt, start here.

Follow the rules. Understand and apply the Code, as well as UniFirst's policies, procedures, and the laws that govern your work. No shortcuts, no exceptions.

Be supportive and reliable. We keep our promises at UniFirst. Deliver on yours with integrity to build trust with customers and each other.

Stay alert and voice your concerns. If something doesn't seem right, don't stay silent. Ask for help or raise your concerns by speaking up. Your voice matters.

LEADERS HAVE ADDITIONAL RESPONSIBILITIES:

Lead by example. Demonstrate integrity, accountability, and sound judgment in everything you do. Show your team what Serving the UniFirst Way looks like in action.

Champion the Code. Know the Code and our policies so you can confidently answer questions and guide your team. Talk about the Code regularly and encourage your team to use it as a resource.

Create a culture of openness. Keep your door open. Let your team know you're available, that their voices matter, and that they can speak up without fear. Listen actively and take their concerns seriously.

Take action. If you become aware of potential misconduct, it's your responsibility to take action. Don't try to investigate it yourself. Report it promptly to the appropriate UniFirst resource.



Making Good Choices

The choices we make can have lasting consequences. Every decision we make at UniFirst reflects not only on us as individuals, but our entire Company. That's why you must always be mindful of making decisions that reflect the very best in ourselves and our Company. Sometimes it's hard to know what the right thing to do is.

The Code is here to help guide those choices. Consider this ethical decision-making tool before making decisions or taking action:

ETHICAL DECISION-MAKING TOOL

Is it legal?

↓

Is it in line with our Core Values, policies, and our Code?

↓

Does it strengthen our reputation and yours?

↓

If my decision or action was reported in the media, would it reflect positively on UniFirst and me?

If you answered "no" to any of these questions, the answer is simple. Don't do it. And speak up if someone else is doing it.

Have any doubts? Stop and seek guidance.



Speaking Up

For a team to be truly effective, we believe every Team Partner must be valued and heard. That's how we do what's right and what's best for UniFirst and everyone we serve. By speaking up, you empower us to stop misconduct before serious harm is done.

WHEN SHOULD I SPEAK UP?

- I have questions or need guidance.
- I observe, experience, or suspect unethical conduct.
- I notice a potential issue that could harm UniFirst's reputation.



HOW CAN I SPEAK UP?

TALK
- Your supervisor or manager
- Another member of leadership
- Support Services (HR Employee Relations, Internal Audit, Legal)

VISIT
unifirst.ethicspoint.com
unifirst.policytech.com

CALL
The EthicsFirst Helpline, anonymous option available 24 hours a day:
- U.S.: 833-207-7448
- Canada: 833-207-7410
- Mexico: 8008721656
- Nicaragua: 75178155
- UK: 0800 031 8527
- Netherlands: 0800 0234289
- Germany: 0800 182 1611
- France: 0800 90 93 07

WRITE
HR Employee Relations
UniFirst Corporation
68 Jonspin Road
Wilmington, MA 01887 USA

EMAIL
HR Employee Relations
Internal Audit
Legal

WHAT HAPPENS WHEN YOU SPEAK UP?

When you speak up about a concern, whether it's direct to the Company or through our third-party helpline, a report is created to make sure your voice is heard. Every concern is looked into carefully and respectfully. Reports can be made anonymously and only the people who need to be involved will know about it. Your privacy will be protected as much as possible.

Regardless of whether you report online, by phone, or in person, your concern will be taken seriously and handled the right way. If the issue is confirmed, UniFirst will take action quickly to fix it and make sure it doesn't happen again.

Speaking up helps keep UniFirst a safe, honest, and respectful place to work, and we're all better for it.

WANT TO KNOW MORE?

- Speak Up Policy

No Retaliation

We're proud of our speak up culture at UniFirst. We work hard to create a safe, open environment where everyone feels comfortable doing the right thing. That's why we follow an open-door policy. You can talk to any manager at any time. And if you don't feel comfortable you can contact Support Services or speak up anonymously through our Ethics Helpline.

No matter who you go to, your voice matters. And we won't tolerate retaliation against anyone who speaks up in good faith or helps with an investigation. Speaking up helps protect our values, our people and our Company.

HOW CAN I BE SURE?

You can't speak up without trust. That's why UniFirst is committed to protecting anyone who raises a concern in good faith. Your voice matters, and we're here to ensure it's heard and respected.

WHAT DO YOU MEAN BY "GOOD FAITH"?

It's all about sharing concerns honestly and sincerely. When you report in "good faith," you genuinely believe your report is true, even if an investigation later determines it's unfounded.

IS THIS RETALIATION?

Retaliation takes many forms, but can look like:

- Exclusion from meetings or events
- Decreased hours or responsibilities
- Unwarranted negative reviews or criticism
- Being passed over for a well-earned promotion or raise
- Termination or reassignment
- Threats of negative treatment

If you or someone else is being retaliated against, speak up immediately so we can investigate and take the appropriate action.

Our speak up culture is:

- Respectful
- Trusting
- Welcoming and open
- Unbiased

We are not:

- Retaliatory
- Judgmental
- Tolerant of misconduct
- Dismissive of concerns

IT COULD HAPPEN

The situation I'm reporting involves my supervisor. I'm worried I'll face retaliation. Could I?

The short answer is no. We won't stand for any retaliation against you for sharing a concern in good faith. Your supervisor is not above the Code and may not retaliate against you or ask you not to speak up. If you do experience retaliation, speak up about it right away.

WANT TO KNOW MORE?

- Anti-Retaliation Policy
- Speak Up Policy





Building a Strong Team

UniFirst is a respectful and inclusive workplace that thrives on everyone being treated fairly. Building trust and supporting one another is how we grow.

An Inclusive Culture

Just like the people we serve, every UniFirst Team Partner brings unique strengths and perspectives. We take pride in our diverse team and are committed to creating a welcoming, inclusive workplace where everyone feels valued and respected.

OUR COMMITMENTS

Give everyone a seat at the table. Bringing together people with varied capabilities and ways of thinking gives us more innovative ideas and better results. Help UniFirst maintain an inclusive culture by always following equal employment opportunity laws. Be fair and consistent in all employment decisions.

Pave the way for success. We call each other Team Partners because we really are a team, supporting and rooting for each other. Never hold anyone back, and give everyone a fair chance to excel by removing any barriers to success.

Put a stop to discrimination. We don't tolerate discrimination anywhere in our business. Never discriminate against anyone based on protected personal characteristics such as race, color, gender, age, religion, sex, national origin, disability, veteran status, marital status, genetic information, sexual orientation, or gender expression or identity.

Check your bias. We all have biases that can affect the way we treat others. Try to identify your personal biases, whether positive or negative, and don't let them influence your decision-making. Be open to every new voice and contribution.



What are "employment decisions"?

They include any decision that may impact someone's work situation, such as:

- Recruiting, hiring, and retention
- Compensation
- Work assignments
- Training and development
- Performance evaluations
- Discipline or termination

Take a stand

Have you experienced or do you suspect discrimination or unfair treatment? Speak up immediately.

IT COULD HAPPEN

I was recently passed over for a promotion. I'm not sure why, but I believe it's because I was recently on leave for extended medical treatment. Someone less qualified was chosen. Should I let this go?

No, you shouldn't. We never want you to ignore a concern. Speak up about it now. There may be some reason why the other person was promoted. But we need to know if this decision involved discrimination or a barrier to your success.

WANT TO KNOW MORE?

- Speak Up Policy

Respectful Workplace

At UniFirst, respect for others is more than our policy, it's one of our Core Values. We treat everyone with care and won't tolerate anything less than a workplace where everyone is valued and free from harassment.

OUR COMMITMENTS

Make respect the norm. We expect you to treat others the way you want to be treated: with dignity and respect in every interaction, with other Team Partners, customers, business partners, and the public.

Stay on alert for harassment. To prevent a hostile or offensive environment, you need to recognize harassment when it occurs. Examples include:

- Abusive conduct
- Intimidation or pressure
- Bullying (behavior that humiliates, threatens, offends, or coerces someone)
- Sexual harassment

Be self-aware. Don't just watch others' behavior, watch your own. Be aware of how others might perceive what you say and do. Avoid anything that could look like harassment.

Don't just "take it." Take action instead. No one should have to endure harassing behavior. If it happens to you or anyone else, speak up. Don't wait.

Can you recognize harassment?

Get to know the many forms this behavior can take:

VERBAL

- Offensive or inappropriate jokes, messages, or comments
- Threats
- Insulting nicknames

PHYSICAL

- Unwelcome physical contact
- Offensive or aggressive gestures
- Destroying or damaging someone's property

VISUAL

- Sharing offensive or hostile content
- Leering or staring
- Displaying sexual images or videos
- Offensive or derogatory clothing

SEXUAL

- Continually asking for a date after being refused
- Offensive gestures
- Spreading sexual rumors



WANT TO KNOW MORE?

- Anti-Harassment Policy (U.S.)
- Anti-Harassment & Anti-Workplace Violence Policy (CAN)

Zero Compromise on Safety

Safety isn't a checkbox at UniFirst, it's a promise to our Team Partners and the communities we serve. Every Team Partner, in every role and location is responsible for working safely, watching out for others, and speaking up when something doesn't look or feel right.

OUR COMMITMENTS

Get serious about safety. Protect yourself and your teammates. Never put yourself or anyone else at risk.

Go all-in on the Rules of Essential Safety. Safety is top-of-mind at UniFirst, never an afterthought. Team Partners must:

ALWAYS

- Complete all safety training relevant to your position.
- Follow all safety rules, policies and procedures.
- Avoid distractions, such as cell phones.
- Wear proper PPE and footwear.
- Keep workspaces and walking surfaces clear and free of hazards.
- Know and follow all emergency procedures.

NEVER

- Cut corners when you do your job.
- Ignore hazards, such as wet floors, frayed electrical cords, or items in a walkway that may be tripped over.
- Perform any work for which you are not trained and authorized.

IT COULD HAPPEN

A Team Partner consistently skips safety steps when operating machinery. No one's been hurt yet. Should I report it?

Yes. Ignoring unsafe behavior risks everyone's safety. Speak up immediately so it can be addressed with training or corrective action.

UniFirst is no place for

VIOLENCE

We will not tolerate threats or violence anywhere in our business. Speak up about warning signs of violence. Examples of what is not tolerated include:

- Weapons (which we don't permit on our property)
- Threats (written, verbal, or physical)
- Property damage (personal or UniFirst)
- Preoccupation with weapons or violence
- Escalating anger or aggression

SUBSTANCE ABUSE

To stay safe, we must stay sharp. Drugs or alcohol impair judgment and put everyone at risk. Examples of what is not tolerated include:

- Using, selling, or distributing alcohol or drugs
- Operating our equipment or vehicles under the influence
- Frequent accidents or absences
- Poor judgment or reduced productivity



WANT TO KNOW MORE?

- Drug-Free Workplace Policy
- Environmental Health and Safety Policy

Acting With Integrity

At UniFirst, integrity guides how we work, serve, and lead. It's more than just a word; it's a principle we always rely on to guide us.

Conflicts of Interest

A team succeeds by working together, never at odds. We never put our own interests ahead of the team or let our personal activities come between us and UniFirst. These situations are conflicts of interest, which can damage our reputation and the trust we've worked so hard to build.

OUR COMMITMENTS

Don't let personal and work interests collide. If a personal relationship or outside activity affects your work, or even appears to, it could be a conflict of interest. It is important to recognize these situations and avoid them.

It's not possible to list every situation that could pose a conflict, but here are some examples:

- **Personal relationships.** You hire a family member or close friend, or manage a supplier, customer, or business partner you have a personal relationship with.
- **Gifts, entertainment, or hospitality.** You, or a family member or close friend, accept something that could influence your decisions. Some examples are cash, gift cards, special discounts, perks, or other benefits like costly meals or free products or services.
- **Outside employment.** You do outside work that could affect your ability to do good work or make objective decisions for UniFirst.
- **Personal gain.** You use UniFirst resources, time, or opportunities for your own advantage.
- **Investments or other financial interests.** You knowingly invest in or own one of our suppliers, subcontractors, customers, or competitors.

Be alert to the activities of family members or close personal relationships. Conflict of interest situations extend beyond your own activities. They also apply to the activities of your family members/close personal relationships. Always disclose any personal or family relationships or activities that have the potential to influence decisions you make on the job.

Have a conflict? Let us know. If you believe you may have a conflict of interest, disclose it immediately. We can help you tell if it really is a conflict and how you might be able to avoid it or resolve it.

WANT TO KNOW MORE?

- Conflict of Interest Policy
- Gifts and Entertainment Policy
- Anti-Nepotism Policy

Consider this

Not sure if there's a conflict of interest? Ask yourself:

- Could it affect my objectivity?
- Could it influence the decisions I make on behalf of UniFirst?
- Could an outside observer view it as a possible conflict?

If the answer to any question is "yes" or "I'm not sure," seek guidance.

IT COULD HAPPEN

My brother works for a company that is bidding to be a UniFirst supplier. Do I need to disclose this?

Yes, you should. A conflict could arise if they work with us, especially if you help choose our suppliers or you might interact with this supplier in some way. Disclose this situation so we can offer guidance on how to address any risk.

Anti-Bribery and Anti-Corruption

At UniFirst, we succeed through hard work and integrity, not cheating, bribery, or corruption. We earn trust by doing our jobs well and staying true to our values.

OUR COMMITMENTS

Say "no" to bribes. Bribery and corruption violate the law, our policies, and our values. We don't offer or accept bribes or kickbacks, no matter the location or local customs.

Do business the right way. Be honest and transparent in all business dealings. Never let suppliers or other business partners offer bribes on your behalf. We could be held responsible. If you suspect bribery or corruption, speak up immediately.

Stay within the law. Know and follow all anti-bribery laws, such as the U.S. Foreign Corrupt Practices Act (FCPA). If you have questions about a law or you're not sure if an offer is a bribe, ask for help.

Don't give a gift with strings attached. Learn to tell the difference between a gift that's acceptable and one that crosses the line.

What do bribes look like?

They can be anything of value offered to unfairly influence someone, gain an advantage, or win business. Some examples are:

- Cash, a gift card, or merchandise
- Lavish gifts or entertainment
- Paid travel expenses
- An offer of employment
- Loans or kickbacks (payments in reward for help)
- Job offers
- Charitable or political contributions

WANT TO KNOW MORE?

- Anti-Bribery and Anti-Corruption Policy



Anti-Money Laundering

To protect UniFirst, stay alert, keep accurate records, and understand how money moves through our operations. This helps prevent misuse like money laundering.



OUR COMMITMENTS

Keep our defenses up. Lack of attention makes us vulnerable to crime. Stay alert with records and transactions to help detect misconduct, especially when third parties are involved.

Know who you're dealing with. The better you know our customers and suppliers, the more transparent our transactions will be. Vet them carefully and understand the way they work.

Put everything under a microscope. It means checking and double checking all transactions to know:

- **Who** is involved at every step of a transaction
- **What** they are buying from us
- **Where** products are going
- **How** payments are being made

Speak up if it's suspicious. If you notice suspicious activity, speak up right away so we can take action.

How does money laundering happen?

It happens when criminals make money through activity like fraud, organized crime, or drug trafficking. Then they run those funds through a legitimate company to conceal its origins.

Signs of money laundering include:

- Payments in cash, money orders, or other currencies
- Invoice discrepancies
- Unusual or large fund transfers
- Delivery to a country other than the payment location
- Uninvolved third-party payments
- Frequent or large over-payments



Gifts and Business Entertainment

At UniFirst, we build strong business relationships through honesty, respect, and delivering great service. We handle courtesies carefully to protect our objectivity and the trust others place in us.

OUR COMMITMENTS

Avoid offers with strings attached. Gifts and entertainment are common and customary in business relationships, but they must never create an expectation of something in return. Never offer or accept anything that crosses that line.

- Ensure gifts, meals, or other courtesies are reasonable and serve a clear business purpose.
- Avoid anything lavish, inappropriate, or in the form of cash or cash equivalents (like gift cards). If you're unsure, ask questions.
- Politely decline offers that create pressure or expectations around business decisions. They should never create, or appear to create, a conflict of interest.
- Never ask for gifts, services, travel, or entertainment from business partners or customers.

IT COULD HAPPEN

A vendor invited me to lunch to discuss an upcoming project. Is it OK to accept?

Yes, provided the meal is modest, occasional, and clearly tied to a business purpose. If it feels excessive or creates a sense of obligation, politely decline or check with your supervisor.

It's OK

- A small promotional item
- Offered occasionally
- Legal and modest
- Customary and business-related

It's NOT OK

- Cash or a cash equivalent (e.g., gift cards)
- Offered frequently
- Lavish
- Illegal, offensive, or inappropriate
- Requested
- Implies an obligation

WANT TO KNOW MORE?

- Conflict of Interest Policy
- Gifts and Entertainment Policy



Insider and Securities Trading

Integrity underpins everything we do, from the way we operate to the way we invest. That's why we never trade on nonpublic information we learn by working at UniFirst. Insider trading is illegal and against our values. Preventing it protects UniFirst's reputation for honest business.

OUR COMMITMENTS

Never take advantage of your position. If you learn inside information about UniFirst or another company as part of your job, don't use it to buy or sell securities. We should trade only when material information is lawfully and publicly available. We should also not tip off others, such as family or friends, by sharing inside information with them.

Recognize what information to protect. Be aware of the types of information you have access to at work and watch out for inside information. It might look like:

- Projected earnings or sales
- Leadership changes
- Mergers or acquisitions
- Pricing or marketing strategy changes
- Mergers or acquisitions
- Potential legal action
- Significant cybersecurity events

Don't trade on it or tip it. When you invest, only trade based on material information that everyone else knows. Also, keep this information to yourself. Never "tip" it to anyone else so they can trade on it. That includes friends, relatives, or customers.

Ask for advice if you're not sure. What qualifies as inside information may not be obvious. If you're not sure, ask Legal for advice.

What makes information

MATERIAL

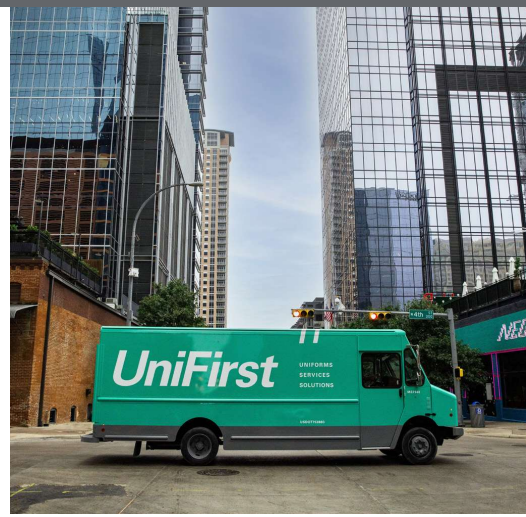
Information is "material" if it could influence the decision to buy, sell, or hold a company's stock, or if it's significant enough to impact the stock price.

NONPUBLIC

Details, data, and knowledge are considered "nonpublic" until information is shared through an authorized communication channel, like a press release, news article, or Company announcement.

WANT TO KNOW MORE?

- Insider Trading Policy



IT COULD HAPPEN

A Team Partner told me that UniFirst is about to make a major acquisition. The information isn't public yet. Is it safe for me to buy more shares of UniFirst stock now?

No. Hearing this puts you in possession of inside information. Trading on it is illegal and could lead to serious penalties. Wait until the news is publicly announced.

Fair Competition

At UniFirst, we believe success and integrity go hand in hand. Competing to be the best doesn't mean cutting corners. We win by following the law, playing fair, and doing our best. That's how we create opportunities to grow and succeed both for ourselves and our customers.

OUR COMMITMENTS

Compete the right way. We give our best in every opportunity, but we always follow competition and antitrust laws. These laws matter, and breaking them can lead to serious consequences. If you're unsure about what's allowed, ask for help.

Keep it fair. We don't block others from competing or use dishonest tactics. When promoting UniFirst, be honest about what we offer. Never make promises we can't keep or misrepresent our competitors.

Research responsibly. It's smart to know the competition, but do it the right way. Use only public sources and never ask for or use confidential information.

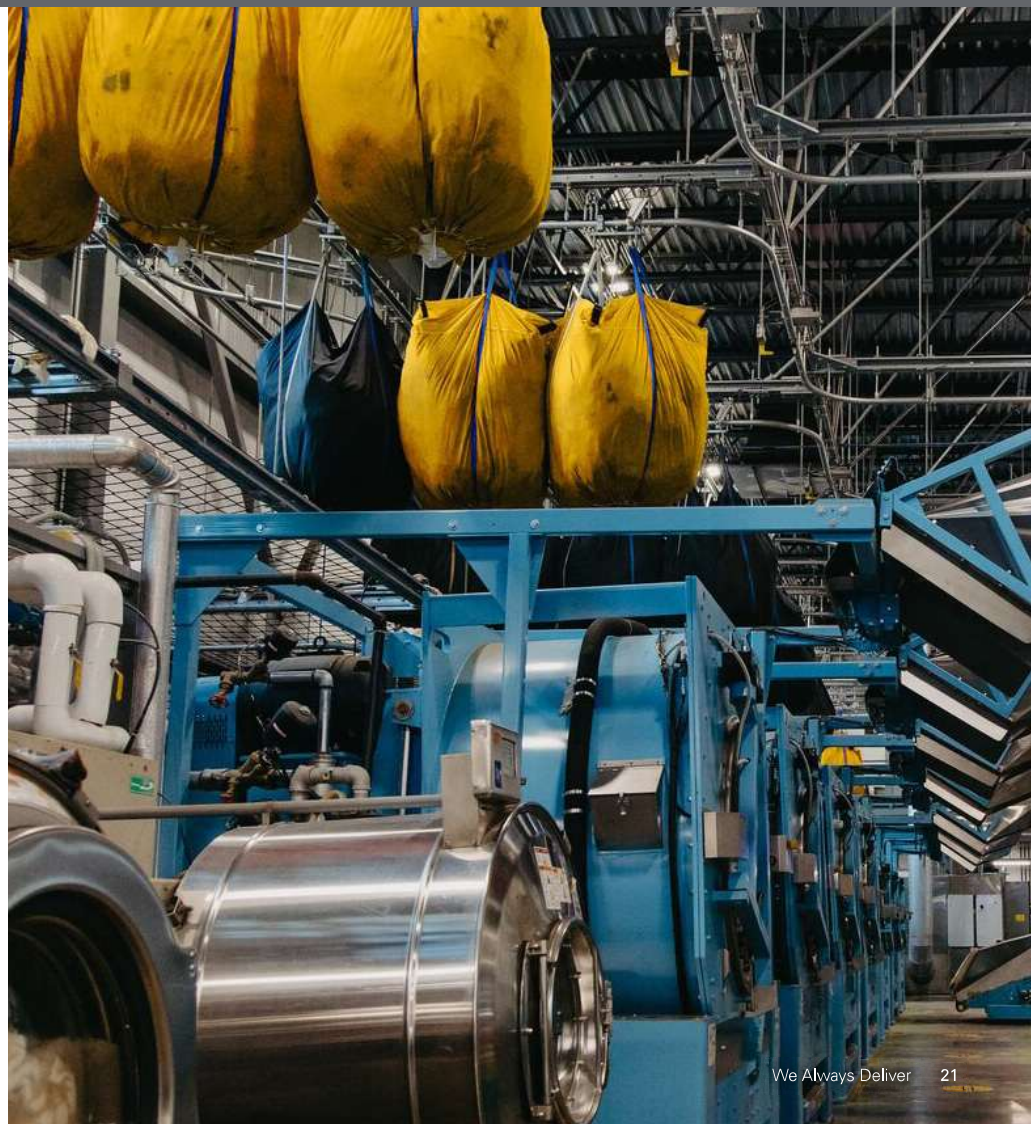
IT COULD HAPPEN

You learn that a competitor is offering steep discounts to try to win over one of UniFirst's long-term customers. A colleague suggests matching the price, even if it means cutting corners on service to keep the business.

At UniFirst, we win business through quality, service, and integrity, not by cutting corners. Matching a competitor's price is fine, but never at the expense of our standards.

WANT TO KNOW MORE?

- Ethical Sales Policy



UniFirst

Customer and Supplier Relations

Our relationships, like our service, are built to last. The way we work with our customers, vendors, and other business partners reflects our Core Values and identity. We form partnerships that embody our values, support our goals, and help us always deliver.

OUR COMMITMENTS

Make thoughtful choices. The partnerships we build reflect on UniFirst. That's why we hold them to the same high standards we set ourselves. When selecting vendors or other business partners, consider the following:

- Our business needs and Core Values
- The quality and safety of their products and services
- Their reliability and technical capabilities
- Compliance with all applicable laws and industry standards
- Our cost and technology requirements
- Responsible environmental and labor practices

Keep bias out of it. At UniFirst, we build strong, diverse partnerships by selecting vendors based on facts, not personal relationships or assumptions. Everyone deserves a fair chance, and we do not let personal relationships get in the way of what is good for UniFirst.

Hold ourselves and others to a high standard. Integrity is a two-way street. Our business partners must follow the law, meet their contractual obligations, comply with our Vendor Code of Conduct and align with UniFirst's Core Values. If you see something wrong, speak up.

Am I acting ethically with business partners?

If you answer "yes" to each of these questions, you are acting ethically.

- Am I asking them to do only what's legal and allowed by UniFirst policies?
- Am I putting UniFirst's best interests first?
- Am I being honest, fair, and respectful in how I work with them?
- Am I protecting confidential information and avoiding bribery or corruption?
- Am I building trust and showing mutual respect?
- Am I holding them to high standards for quality, safety, and sustainability?



Global Trade

Outfitting millions of workers is an honor and a responsibility. Our customers count on us to follow the law and uphold high standards, because doing things right is how we best serve them.

OUR COMMITMENTS

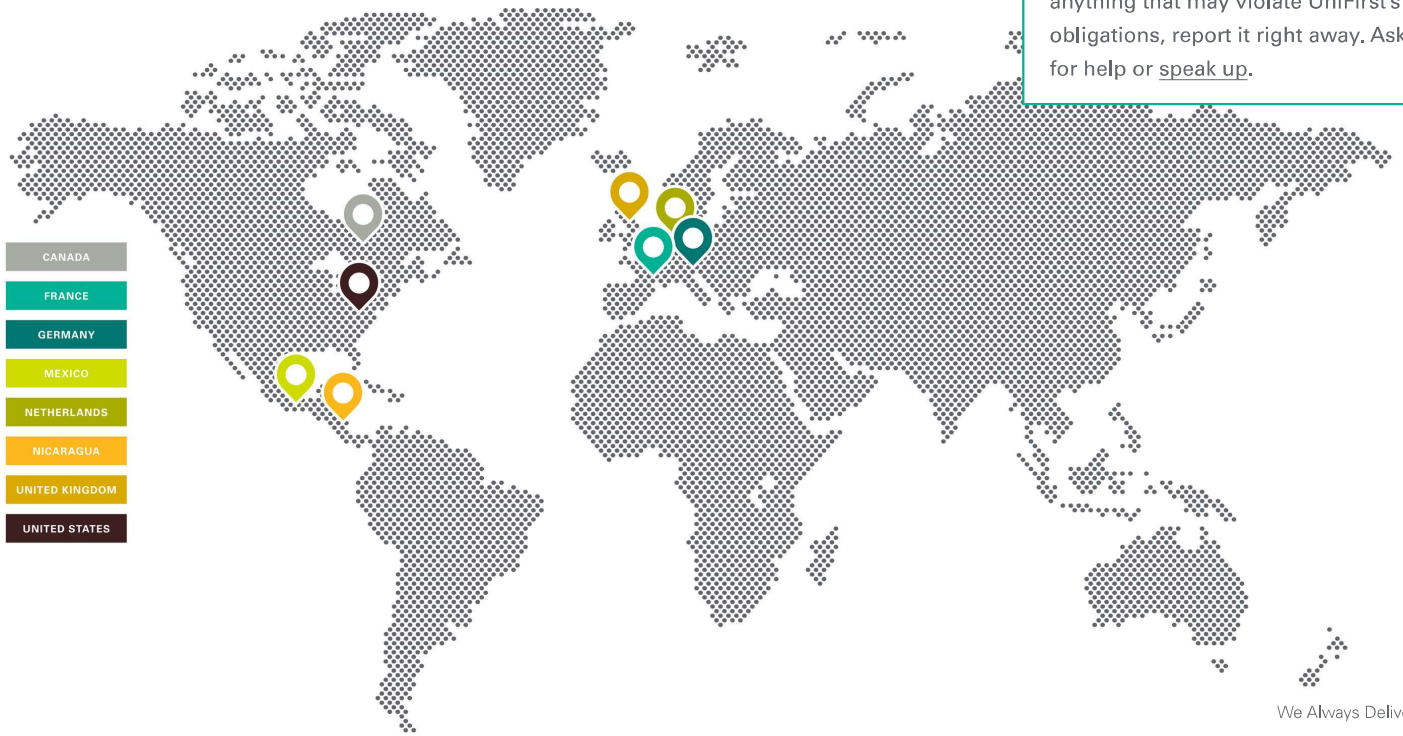
Know the rules. If you move products or services across borders, understand the laws that apply. If anything is unclear, ask for help.

Do your due diligence. Third-party business partners in the supply chain represent us, and if they violate the law, UniFirst could be held responsible.

Get proper go-ahead. Before importing or exporting products, get all required licenses and approvals. Keep records clear.

Follow trade sanctions and restrictions. Never do business with countries or parties sanctioned by the U.S., Canada, or the EU.

Avoid risky actions. Never take part in boycotts or exclude people, groups, or countries. This may violate U.S. anti-boycott laws. Also don't make payments to speed things up unlawfully.



Consider this

Cross-border business is complex and governed by many changing laws. If you work in the supply chain and spot anything that may violate UniFirst's obligations, report it right away. Ask for help or speak up.

Product Quality

At UniFirst, quality isn't just a goal. It's a core value that defines everything we do. We deliver reliable uniform solutions that meet the highest standards, because our customers count on us every day. We never compromise on quality. It's the foundation of our success and the reason our customers trust us.

OUR COMMITMENTS

Put quality above all else. Our customers trust UniFirst because of our superior service and quality. Always maintain the same high level of commitment to quality for every product and delivery we make. Never take shortcuts or let quality concerns slide.

Go the extra mile. Think of following laws, regulations, and industry standards as the minimum you should do. Strive to exceed those requirements.

Expect the best from everyone. Each of us, including our suppliers and other business partners, plays a critical role in ensuring quality. Hold everyone to the same standards. If you're aware of a violation, immediately speak up.

Respond, learn, and innovate. Watch for potential quality issues. As soon as you're aware of them, take appropriate corrective and preventive actions. Challenge yourself to learn from mistakes and focus on innovation to continually improve.

Committing to quality means

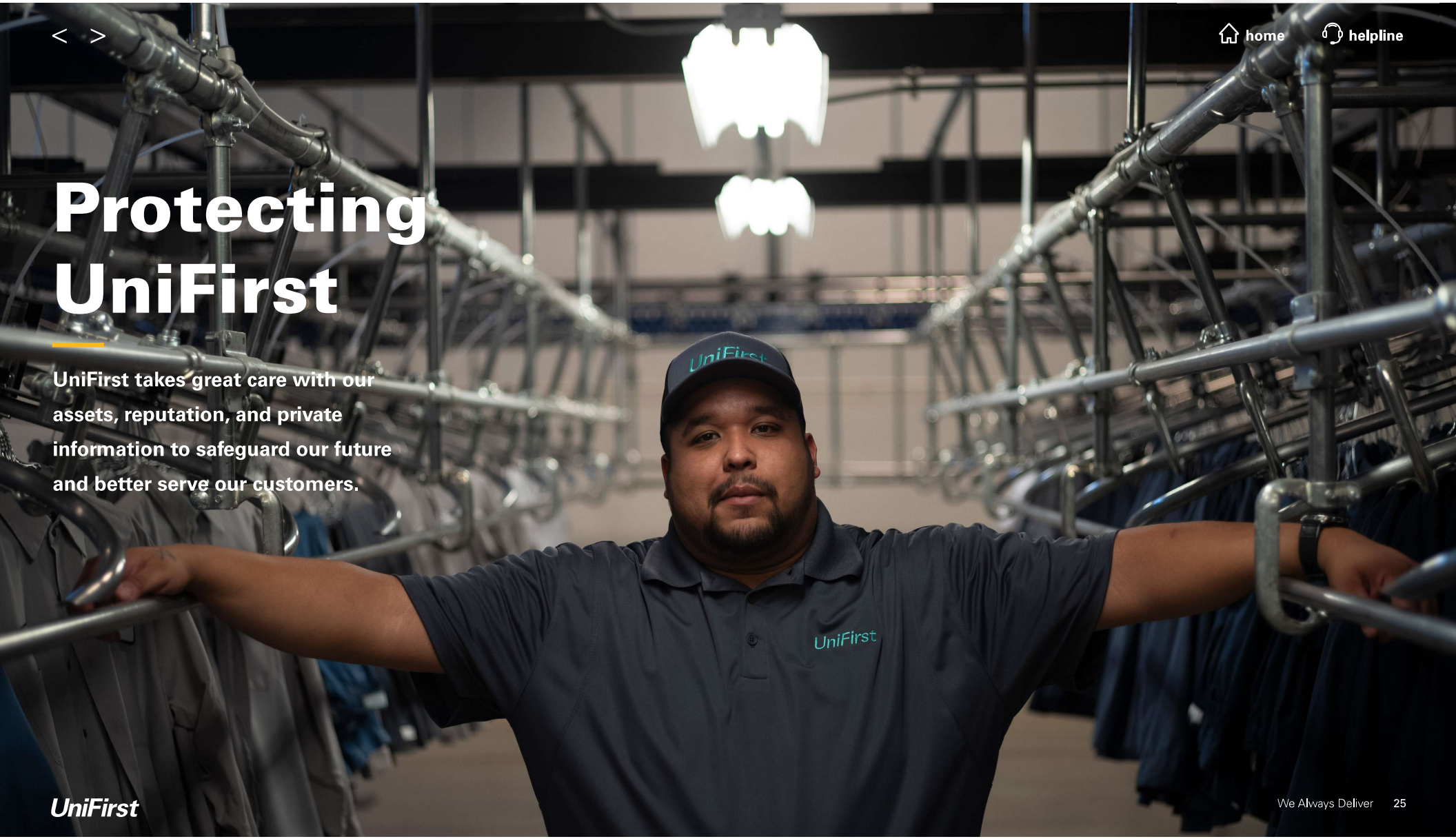
- Following UniFirst's processes and procedures to the letter
- Never letting quality take a backseat to other priorities
- Upholding applicable requirements, laws, and standards
- Ensuring that we're operating safely, responsibly and sustainably

IT COULD HAPPEN

I work in the production area and noticed a uniform shirt with a missing button during the final inspection. A more senior coworker was rushing and told me to ignore it. Should I trust their experience on this?

No. Even a small defect can affect a customer's trust. By reporting an issue, you ensure the customer receives a product that meets UniFirst's high standards: reliable, professional, and ready to wear.





Protecting UniFirst

UniFirst takes great care with our assets, reputation, and private information to safeguard our future and better serve our customers.

Use of UniFirst Assets

At UniFirst, we believe that our Team Partners need the right equipment, systems, and data to do our jobs well and serve our customers effectively. No matter your role, you're trusted with UniFirst assets. It's our responsibility to use them safely, responsibly, and in ways that serve our customers and protect our Company.

OUR COMMITMENTS

Protect what belongs to us. Everything you use at work, from tools and technology to vehicles and machinery, is a UniFirst asset. It's your responsibility to use them carefully and protect them from misuse or damage. Keep these key principles in mind:

- **Use assets appropriately.** Only use Company resources for legitimate business purposes, never for illegal, unethical, or unauthorized activities.
- **Don't borrow or lend.** Never take Company assets home or lend them to others without proper authorization.
- **Secure our resources.** Follow UniFirst policies to safeguard our facilities, equipment, and information.
- **Show respect.** Never use Company assets to offend, harass, or discriminate against others. Always communicate professionally and respectfully.

Practice smart cyber habits. Safeguard our systems, data, and devices by following secure digital practices. That means creating strong passwords, avoiding suspicious links, and not downloading unapproved software. Follow our IT policies and procedures and speak up right away if you suspect a security issue.

Work with integrity, everywhere. Wherever you're working, out of a support services location, at one of our operating facilities, or at a customer site, always follow UniFirst policies. That means protecting Company assets, working your expected hours, and upholding the same high standards. Represent UniFirst with care and professionalism.

It's up to you to protect

PHYSICAL ASSETS

The things we see and touch, like:

- UniFirst vehicles
- Equipment and tools
- Facilities and office furniture
- Office supplies
- Company funds or credit cards

ELECTRONIC ASSETS

Tools that support our systems and networks, like:

- Computer hardware and software
- Networks and databases
- Internet access

INFORMATION ASSETS

Any information we create or collect, like:

- Proprietary information
- UniFirst brand, logos, and trademarks
- Emails and records

IT COULD HAPPEN

A colleague of mine borrowed a UniFirst vehicle to help a friend move over the weekend. They didn't let anyone else know and returned the vehicle before work on Monday morning. The vehicle wasn't damaged, so was this OK?

No. We're lucky the vehicle wasn't damaged, but personal use like this puts our vehicle at risk of damage or theft. Vehicles should only be used for business purposes. Speak up about this immediately.

WANT TO KNOW MORE?

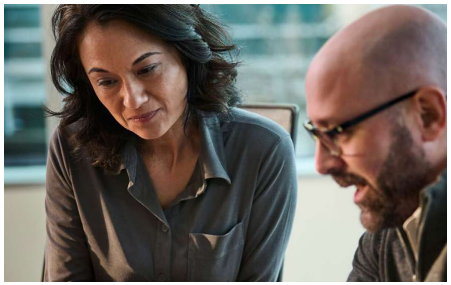
- Acceptable Use Policy
- Team Partner Handbook

Confidential Information and Privacy

Information powers our business. It drives smart decisions and fuels future growth. When we handle confidential, proprietary, and personal data with care, we're not just protecting UniFirst, we're safeguarding our relationships, our reputation, and our success.

OUR COMMITMENTS

Learn to spot what's confidential. In running our business, we gather and handle confidential information belonging to UniFirst, our customers, vendors, Team Partners, and others. Disclosing this information could cause serious harm, so we must recognize and protect it.



Handle information with care. If your role involves handling confidential or sensitive data, it's your responsibility to protect it. Follow UniFirst's IT policies and all applicable data privacy laws to keep information secure. Remember:

- **Keep it private.** Never share information with anyone who isn't authorized, including other Team Partners, or discuss it in public. This applies even after your employment ends.
- **Use secure access.** Only access confidential or sensitive information on approved devices and through secure networks or VPN. Use it strictly for business purposes.
- **When in doubt, treat it as confidential.** If you're unsure whether something can be disclosed, ask for guidance.
- **Report concerns immediately.** If you believe confidential or sensitive information may have been exposed, contact IT right away.

Protect information that's

INTERNAL

Sensitive information meant for internal use only and must not be shared with the public, like:

- Team memos, meeting notes, and bulletin board notices
- Operational procedures and strategies
- Competitor data
- Policies and standards
- Training materials
- Contact and organizational directories, intranet details

CONFIDENTIAL

Information that, if made available to unauthorized parties, may adversely affect individuals or UniFirst, like:

- UniFirst ID numbers
- Pricing and budgets
- Most contracts and agreements
- Employment details, including salary, benefits, etc.
- Legally privileged information

RESTRICTED

Any information that UniFirst has a contractual, legal, or regulatory obligation to safeguard, like:

- Protected health information (PHI)
- Personally identifiable information (PII), including name plus Social Security number, or driver's license number
- Financial account numbers (e.g., credit card information)

WANT TO KNOW MORE?

- Acceptable Use Policy
- Data Classification Policy

Artificial Intelligence

Technology is always evolving, and AI is no exception. It's here to stay and has the power to help us work smarter and faster. But with that power comes responsibility. At UniFirst, we're committed to using AI tools responsibly by protecting people's privacy, ensuring accuracy, and promoting fairness.

OUR COMMITMENTS

Be a responsible AI innovator. If you're using or developing AI at UniFirst, make sure it supports our goals and delivers customer value. Always prioritize trust, confidentiality, and compliance with policies and laws.

Protect sensitive information. AI tools can retain and reproduce the data you input. That means confidential information, intellectual property, or personal data should never be entered into public AI platforms.

Use human judgment. AI-generated outputs are not always accurate or reliable. Never rely solely on AI for business decisions.

Always verify the information. Ensure the output is correct, current, and aligned with our standards.

Practice good AI ethics

Make sure our Company's use of AI:

- Protects privacy and safeguards confidentiality
- Ensures accuracy
- Promotes fairness and avoids bias
- Stays compliant
- Follows the law and our values
- Remains honest, accountable, and focused on the common good

WANT TO KNOW MORE?

- Acceptable Use Policy
- Data Classification Policy



Good Recordkeeping

At UniFirst, we recognize the importance of responsibly protecting, storing, managing, and disposing of information to ensure legal compliance and meet our operational needs. By maintaining accurate records, we not only uphold regulatory standards but also enhance the efficiency and integrity of our operations.

OUR COMMITMENTS

Keep our records by the book. Whenever you create or update a UniFirst record, follow our policies, internal controls and all applicable laws. Follow generally accepted accounting principles to ensure records are accurate, complete and trustworthy.

Stick to the facts. Every transaction and record must be accurate, timely, and complete. Falsifying records, or allowing others to do so, is strictly prohibited. Resist any pressure to create false or misleading entries. No one, regardless of their role, has the authority to ask you to compromise your integrity.

Handle our records with care. Our records must be accurate, accessible, and well-managed to support our daily operations and long-term success.

- Follow all policies and retention schedules when storing and handling records.
- Restrict access to authorized individuals with a legitimate business need.
- Maintain all required supporting documentation, such as receipts, notes, or approvals.
- Never alter or destroy records that may be needed for an audit, legal matter, or investigation.

Be clear and accountable. If you're responsible for UniFirst's financial disclosures, ensure all information is complete, accurate and submitted on time. Be honest and transparent during audits, inquiries, and when working with internal controls. If you observe or suspect any irregularities, speak up immediately.

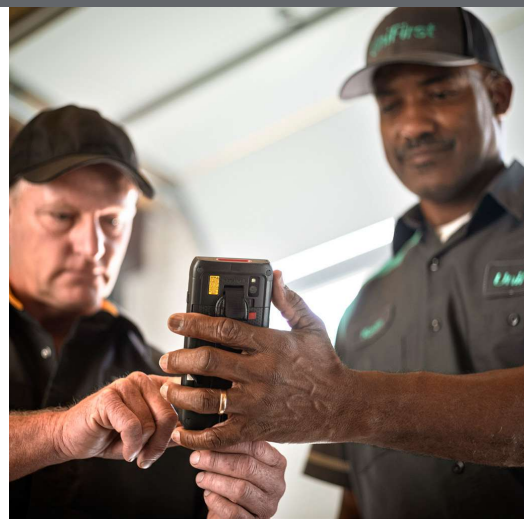
What do our records include?

Some examples are:

- Accounting documents
- Budget plans
- Contracts and agreements
- Customer records
- Expense reports
- Invoices and receipts
- Performance reviews
- Sales proposals
- Timecards

WANT TO KNOW MORE?

- Records Retention Schedule



IT COULD HAPPEN

My manager asked me to revise a customer agreement after it was already signed. Is it OK to make changes post-signature?

No. Once an agreement is signed, it becomes a legally binding document. Making changes could expose UniFirst to legal and compliance risks. If you're asked to revise a signed agreement, contact Legal for guidance.

Responsible Communications

Our words carry weight, they can build trust or break it, inspire action, or cause harm. When we communicate thoughtfully, honestly, and respectfully, we do more than avoid misunderstanding, we strengthen teamwork, protect UniFirst's reputation, and build lasting relationships.

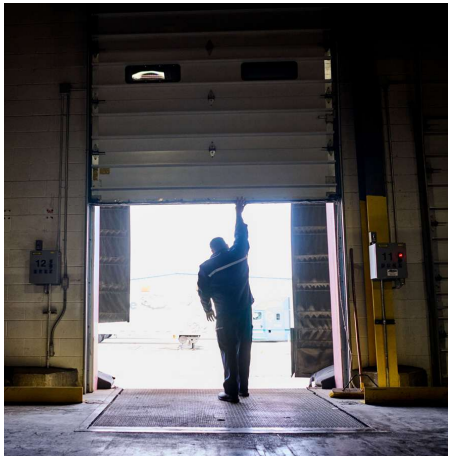
OUR COMMITMENTS

Leave the talking to us. As Team Partners, we're proud of UniFirst and naturally want to talk about the Company. But even a few inaccurate words can unintentionally damage our reputation. It's why you should never speak on our Company's behalf without authorization. Let the people who are trained and authorized speak for us.

Refer requests to the right resource. If you receive a request from the media, the public, or investors for a comment or to answer a question, don't answer unless you are a designated representative. Refer the request to the Marketing Team.

Share with care. When you post on social media, remember, anything you post can be shared with anyone and reflect on UniFirst. That's why it's important to use social media responsibly by:

- Ensuring your content is respectful, constructive, and aligned with UniFirst's Core Values.
- Never sharing confidential or private information. If in doubt, don't post it.



Pause before posting

Your social media posts should

ALWAYS:

- Be in your words, without claiming to speak for UniFirst
- Be truthful
- Be protective of people and confidential information
- Follow our Code, policies, Core Values, and the law
- Be professional, polite, and constructive

NEVER:

- Be abusive or harassing
- Discriminate against anyone
- Divulge confidential or private information
- Make false claims about UniFirst or our competition
- Make empty promises
- Be made when emotional or under the influence of alcohol or drugs

If it doesn't meet these standards, it's not worth posting.

IT COULD HAPPEN

Someone who works for one of our customers is making claims about UniFirst that are clearly untrue. I could refute these claims by responding with the truth. May I?

If you are aware of someone making false accusations, immediately inform your manager. Let UniFirst's official spokesperson respond. Even well-intentioned replies can unintentionally conflict with our official messaging or create confusion online. Instead, forward the post or concern to the Marketing Team, so it can be handled appropriately by those trained to speak on behalf of the Company.

WANT TO KNOW MORE?

- Global Social Media Policy
- Acceptable Use Policy

Record Time Honestly

UniFirst follows all employment laws, including those involving wages earned and hours worked. Violating these laws goes against our values. It's not just a legal issue, it's an issue of what's right.

OUR COMMITMENTS

Record your time accurately. If you're a non-exempt (hourly) Team Partner, you must record every minute worked, each time you start or stop work. Submit time off requests promptly and accurately. Only record your own time, never someone else's, for any reason.

Fix mistakes quickly. If you notice an error in your recorded time or wage statement, report it to your supervisor or manager immediately. If you suspect you haven't been paid correctly, don't stay silent. Speak up.

Take your breaks. Non-exempt Team Partners are legally entitled to meal and rest breaks. Know your rights, take your breaks, and follow the rules. It's good for your well-being, and it's what you deserve.

Never work off the clock. Working outside your scheduled hours without recording time is against UniFirst policy and the law. If you're a manager, never ask your team to skip breaks or work unpaid. Make sure all time is recorded accurately, and all breaks are taken.

WANT TO KNOW MORE?

- Team Partner Handbook

IT COULD HAPPEN

I'm an hourly Team Partner and have an appointment later today. Can I skip my meal break and leave early since the total hours worked would be the same?

No. Meal and rest breaks are required by law, and UniFirst must ensure you take them. Skipping breaks can lead to legal and compliance issues for both you and the Company. If you need to adjust your schedule, work with your manager to try to find a solution that meets your needs while staying within the law and Company policy.



Business Continuity

Emergencies, whether natural, man-made, or technological, can happen without warning. UniFirst is committed to being prepared, so we can respond quickly, protect our people, and continue serving our customers. Every Team Partner plays a role. No matter the situation, you're expected to follow our emergency policies and procedures to help keep operations running so we can deliver on our promises to those who depend on us.

OUR COMMITMENTS

Know what to do. To protect UniFirst and those who rely on us, the Company has developed business continuity plans in the event of emergencies. We expect all our Team Partners to be trained and know the plans that apply to their locations.

Stay in contact. During emergencies, we issue critical incident notifications through Everbridge, which helps communicate rapidly and accurately with affected Team Partners and leadership. To ensure you receive these and other updates, keep your contact information current in UniFirst's systems. If you're a leader, maintain up-to-date contact details for each Team Partner you manage so you can reach them when needed.

Report incidents immediately. All incidents, regardless of type or severity, must be documented in Origami, UniFirst's centralized incident management system. This enables us to analyze trends, comply with regulations, continuously improve, and take corrective measures enterprise-wide.

Maintain our connection with suppliers. Our suppliers and business partners are an extension of UniFirst, and their ability to operate reliably, especially during emergencies, is vital to our success. If you work with them, strive to limit any disruptions or changes to their work in case of an emergency by proactively identifying and addressing potential issues in emergency plans. Speak up if you have any ideas to improve our emergency plans.



What is business continuity?

It's the plans we have to help UniFirst:

- Reduce downtime and keep operations moving
- Sustain critical business and customer functions
- Maintain clear communication across teams and sites
- Recover systems and services quickly
- Safeguard our people, assets, and reputation
- Always deliver for our customers



Making a Positive Impact

UniFirst is dedicated to doing what's right for our communities and the world around us. Everyone must ensure our actions reflect our values.

Political Activities

Our actions, both as individuals and as a Company, shape UniFirst's reputation and influence the world around us. Whenever we engage in the political process, we must do so ethically, legally, and with integrity. By following the rules, we help ensure a fair and transparent system, one where businesses and communities can grow and thrive.

OUR COMMITMENTS

AS TEAM PARTNERS

Act independently. As a UniFirst Team Partner, you are encouraged to participate in the political process. However, you must never speak or act on behalf of UniFirst, imply Company endorsement, or suggest that your political views represent those of the Company.

Keep work and politics separate. Do not mix your political activities with your work at UniFirst unless you are specifically authorized to do so by the Company. This includes refraining from pressuring colleagues to support any political views, candidates, or causes.

Use personal resources only. Your political activities must be entirely voluntary and conducted on your own time. Do not use UniFirst's time, funds, equipment, name, or any other Company resources for political purposes.

AS A COMPANY

Follow the law. Various laws regulate UniFirst's involvement in the political process. It's important to understand how these laws may impact your role or political activities. For instance, UniFirst is prohibited from making contributions to U.S. federal election campaigns.

Avoid unauthorized lobbying. Any attempt to influence politicians, otherwise known as "lobbying," is strictly regulated. Unless lobbying is part of your official responsibilities, do not engage in such activities on behalf of UniFirst. If you're unsure whether something qualifies as lobbying or if restrictions apply, ask for help.

IT COULD HAPPEN

I am hosting a fundraiser for my neighbor, who is running for local office. Any problem with this?

Probably not. It's perfectly OK for you, as an individual, and not a representative of UniFirst, to participate in the political process and make contributions on your own behalf to any candidate. Make sure you don't use any UniFirst funds or resources for your activities and don't associate our name with your support or activities.



Human Rights

At UniFirst, our business is all about serving our customers and helping them thrive. We aim to make a positive difference in the lives of everyone our business touches, including our customers, communities, and the Team Partners who power our success. That's why we're deeply committed to upholding human rights and protecting the dignity of every person in our workplace and beyond.

OUR COMMITMENTS

Champion human rights. UniFirst strictly prohibits all forms of forced labor, human trafficking, and physical punishment or abuse. We fully comply with labor laws, including those related to child labor and the employment of individuals under 18. This commitment applies everywhere we operate and do business.

Ensure fair pay for fair work. Everyone who contributes to UniFirst's success deserves fair and lawful compensation. Accurately record work hours and never encourage anyone to work off the clock or skip required breaks.

Do your due diligence. We do not engage with individuals or organizations that violate employment laws or commit human rights abuses. When forming new partnerships, conduct thorough due diligence and only work with those who share our standards. Once partnerships are established, stay alert to potential violations and take action to help UniFirst address them.

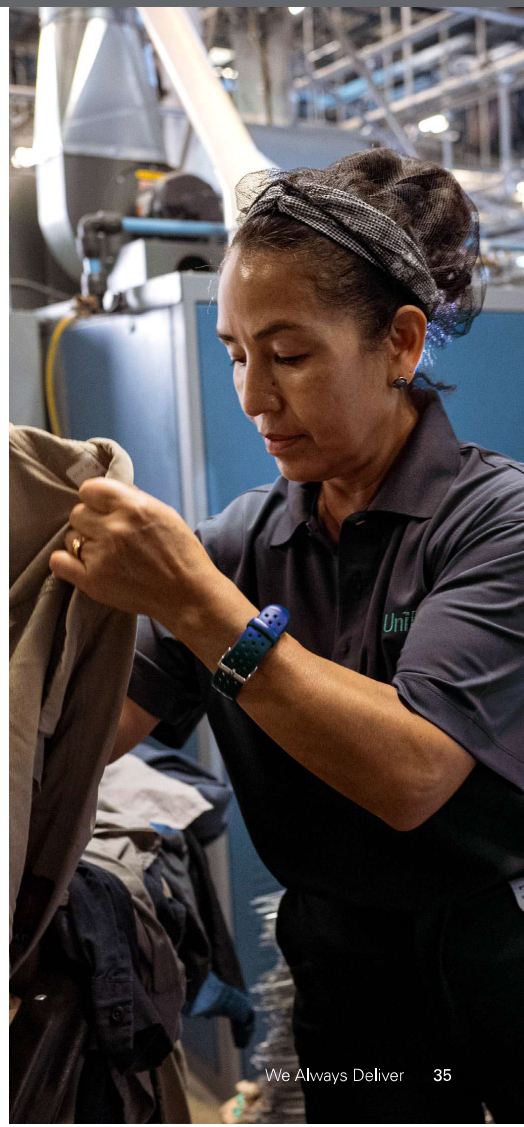
WANT TO KNOW MORE?

- Corporate Human Rights Policy

IT COULD HAPPEN

I saw a post on social media about one of our suppliers. It said they might be treating workers unfairly. It doesn't involve UniFirst directly, and nothing's been proven. Do I still need to report it?

Yes. We hold our suppliers accountable, and if there is a suggestion of improper behavior, you should speak up. Even if there is no direct connection between the allegations and the work they do with us, we should know what is going on so we can evaluate how to proceed.



Environmental Stewardship

At UniFirst, we're committed to improving our environmental performance by using resources responsibly and following environmental laws that impact UniFirst. Having a good environmental record matters to our customers, the communities in which we operate, and our Team Partners, and that commitment is ingrained throughout our business.

OUR COMMITMENTS

Follow the law. Understand and follow all environmental laws and regulations in your daily work. To learn more about how UniFirst promotes sustainability, explore our Impact Report.

Always look ahead. Focus on the future and help us meet our goals for energy efficiency, emissions standards, waste management, and renewable energy. Make sure our business partnerships always align with these goals.

Take responsibility. Be aware of your impact on the environment by:

- Following UniFirst policies and procedures to safely store, handle, and dispose of waste
- Choosing greener options by prioritizing environmentally friendly products and suppliers, if you're involved in purchasing
- Conserving resources, such as electricity, natural gas, water, and paper
- Reusing plastics and metal to minimize our carbon footprint

WANT TO KNOW MORE?

- Corporate Environmental Policy
- Impact Report



What does "sustainability" mean to us at UniFirst?

It starts with protecting the environment, reducing waste, conserving energy, and making responsible choices that preserve our planet. But sustainability also means supporting the well-being of our people and communities, today and for the future.

Every action you take with the future in mind helps move us forward. Thank you for being part of the journey.

IT COULD HAPPEN

I have a concern about the way we're disposing of a certain chemical, but I'm new to UniFirst. My supervisor has told me not to worry. Should I be concerned?

Yes. Even though you're new, we want to know if you have concerns. We should follow all applicable environmental laws and do what we can to properly dispose of materials. If your supervisor won't listen, speak up so we can investigate.

Support Our Communities

At UniFirst, we're committed to giving back, both through Company-led programs and Team Partner-driven initiatives, because we believe in making a meaningful difference for people and the communities we serve. Whether it's where we live, work, or operate, we step up to support and strengthen the places that support us.

OUR COMMITMENTS

Do what you can. We're proud of the generosity our Team Partners show in supporting meaningful causes and community projects. While participation is always voluntary, we encourage you to get involved in ways that feel right for you.

Contribute responsibly. Make sure your charitable and community work doesn't create any conflicts of interest. We also never want charity to interfere with our work, so never use UniFirst money, resources, time, or our name without prior approval.

Seek pre-approval. All of UniFirst's charitable donations must be pre-approved by HR Employee Relations.

WANT TO KNOW MORE?

- Conflict of Interest Policy
- Chartiable Giving Policy

IT COULD HAPPEN

I submitted a bid for a new customer. The customer said a donation to a charity started by the owner might help UniFirst win the contract. What should I do?

Situations like this can be sensitive. Before taking any action, please consult with HR Employee Relations to ensure any charitable contributions are appropriate and aligned with Company policy. Contributions should never be made with the intent to influence a business decision. Speak up.

What should I watch for?

IMPROPER USE OF RESOURCES	Seek permission from HR Employee Relations before promising to donate money or time on behalf of UniFirst.
PEER PRESSURE	Never pressure others to support or donate to your chosen charities.
POSSIBLE CONFLICTS OF INTEREST	Make sure your outside activities, like service on boards or other contributions, don't appear to conflict with your work at UniFirst.



Summing It Up

Reading this Code of Conduct is a great first step. Putting it into action is what truly makes a difference. So what's next?

Commit to the Code

AND

Always Deliver™

That's what matters most to our customers and every worker we serve.

By applying what you've learned, you help make UniFirst the best it can be for our customers, our Team Partners, and the communities we serve. Every decision you make, no matter how small, reflects our values and our commitment to doing what's right. You don't have to memorize the Code, but remember, it's always here for you. Look to the Code whenever you need help:

- Understanding our policies and the risks we face
- Applying our Core Values to your daily work
- Making thoughtful, well-informed decisions
- Finding support when the answers aren't clear

We may be in the uniform business, but what we really deliver is excellence, integrity, and care in everything we do. That's the UniFirst culture. It's built on a lasting commitment to service: to our customers, to each other, and to doing the right thing.

Your actions matter. You carry forward the legacy of our founder, Aldo Croatti. With your commitment to integrity, we will continue to always deliver our best.

If you ever have questions about this Code, our policies, or need additional guidance, don't hesitate to ask. And remember, this Code may be updated from time to time, so refer to it regularly to stay informed.

In rare cases, a waiver of a provision in this Code may be appropriate. Any waiver for executive officers must be approved by UniFirst's Board of Directors (or a designated committee) and will be disclosed as required.



Get Answers

Have a question? UniFirst offers a variety of resources when you need guidance. Ask questions when you're unsure about what's right, speak up about potential misconduct, and report other ethical concerns.

TALK

- Your supervisor or manager
- Another member of leadership
- Support Services (HR Employee Relations, Internal Audit, Legal)

CALL

The EthicsFirst Helpline, anonymous option available 24 hours a day, 7 days a week:

- U.S.: 833-207-7448
- Canada: 833-207-7410
- Mexico: 8008721656
- Nicaragua: 75178155
- UK: 0800 031 8527
- Netherlands: 0800 0234289
- Germany: 0800 182 1611
- France: 0800 90 93 07

VISIT

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WRITE

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Wilmington, MA 01887 USA

EMAIL

HR Employee Relations

Internal Audit

Legal

