

Human Rights Statement of Policy  
**Review Date:** December 9, 2019

ArcBest supports every person's right to safety and security and condemns all forms of human trafficking. The Company recognizes human trafficking as a business of stealing freedom for profit in what is a multi-billion dollar criminal industry and denies freedom to millions of people around the world.

ArcBest affirms its commitment to the UN Global Compact's ten principles on human rights as stated in the Company's Code of Conduct and will strictly comply with all applicable laws and regulations regarding the prevention of human trafficking. It is the Company's intent to cooperate with law enforcement authorities to address any such instances of exploitation.

We must all work to ensure prompt and consistent action against violations of human rights, including human trafficking. Employees are obligated by this policy and the Code of Conduct to promptly report any known or believed legal or ethical violation to a supervisor, manager, Human Resources or the Legal Department and employees are expected to cooperate in internal investigations.

If an employee has a question or concern about something that may violate a person's human rights or is otherwise illegal or unethical, he or she has an obligation to report it. Below is contact information employees may use for reporting:

ArcBest Human Resources  
ArcBest HR Compliance  
PO Box 10048  
Fort Smith, AR 72917  
(479) 785-6466  
[HRCompliance@arcb.com](mailto:HRCompliance@arcb.com)

Legal Department  
General Counsel: Michael R. Johns  
PO Box 10048  
Fort Smith, AR 72917  
(479) 785-6130  
[MJohns@arcb.com](mailto:MJohns@arcb.com)

To report suspected human trafficking, employees may also utilize the **National Human Trafficking Hotline** at 1-888-373-7888 or text "help" to BeFree (233733).