

Policy: Anti-Discrimination, Harassment and Retaliation Policy
Company: ArcBest
Review Date: March 5, 2026

It is the policy of the Company to comply with all federal, state (including Puerto Rico Act 54), or local laws concerning workplace harassment, discrimination, and retaliation. Violation of this policy or of federal, state, or local anti-harassment, anti-discrimination and anti-retaliation laws will result in discipline (up to and including discharge) and/or other appropriate action. Employees, officers and directors must comply with this Policy and all anti-discrimination, anti-retaliation, and anti-harassment laws. The Company will not tolerate the harassment or discrimination of:

- An employee or applicant by other employees of the Company, including supervisors and managers, or by vendors, customers or other third parties with whom they come into contract within the course of Company business, or
- Its vendors, customers, or other third parties (as described above) by employees of the Company.

Sexual harassment is illegal and strictly prohibited. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or other written, oral, visual, verbal or physical conduct of a sexual nature when:

- Submission to such conduct is directly or indirectly stated as a term or condition of an individual's employment;
- Submission to or rejection of such conduct is the basis for employment decisions affecting an employee;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Engaging in a romantic relationship with a subordinate within the employee's chain of command, even if consensual, is prohibited as part of the Company's efforts to prevent sexual harassment.

Harassment on the basis of a protected characteristic is also strictly prohibited. Under this policy, harassment is unwelcome verbal, written or physical conduct that is hostile, intimidating or offensive toward an individual because of their race, color, religion, age (40 or older), disability, protected veteran or military status, sex (including pregnancy, gender identity, or sexual orientation), national origin, genetic information, or any other characteristic protected by applicable law, and that:

- Has the purpose or effect of creating an intimidating, hostile or offensive work environment,
- Has the purpose or effect of unreasonably interfering with an individual's work performance, or
- Otherwise adversely affects an individual's employment opportunities.

Harassing conduct, which is prohibited under this policy, includes but is not limited to: offensive jokes, slurs, epithets, or name calling; persistent sexual flirtations, advances, or propositions; explicit or degrading comments; offensive gestures, jokes, or remarks; displaying offensive or suggestive material that is placed on walls or elsewhere on the premises or circulated in the workplace or on company time or using company equipment; preferential treatment or promise of treatment to an employee for submitting to sexual conduct; or any intentional and unwelcome physical contact which is sexual in nature; intimidating or hostile acts.

Harassment may also include, but is not limited to, any of the following:

- Verbal abuse or ridicule based upon an employee's protected status.
- Interference with an employee's work based upon the employee's legally protected status. This includes physical contact such as assault, blocking normal movement, or interference with work directed at an individual because of a legally protected status.
- Displaying or distributing offensive materials referencing legally protected status. This includes derogatory posters, pictures, calendar, cartoons, drawings, articles, or gestures.
- Discriminating against any employee in work assignments or job-related training because of their legally protected status.

The creation, production, solicitation, and/or distribution of AI-generated imagery or content that demeans, harasses, or is otherwise deemed as offensive is strictly prohibited. This policy includes all forms of generated content including text, images, audio, and videos. This policy applies to the use of company-owned equipment and personal devices if the content impacts the workplace or the Company's reputation. Any material suspected of being AI-generated that is discriminatory or offensive must be reported immediately to Human Resources or the employee's supervisor for immediate investigation. Retaliation against any employee who reports a suspected violation of this policy in good faith is strictly forbidden and will be subject to disciplinary action.

Forbidden AI-generated content includes, but is not limited to, the following:

- Hate speech or discriminatory imagery.
- Creation and/or dissemination of "deepfakes" or the alteration of an individual's likeness.
- Sexually explicit or suggestive content.
- Any material used to bully, intimidate, or that creates a hostile work environment.

Violations of this policy, including the misuse of AI tools to harass, belittle, or discriminate against others, will result in disciplinary action up to and including termination of employment.

Discrimination is also strictly prohibited. Under this policy, "discrimination" means the

unequal treatment, based solely or in part on any protected characteristic, listed above, of an employee or applicant in employment-related decisions including hiring, promotion, compensation, assignments, termination, or any other term, condition, or privilege of employment.

It is every employee, supervisor, and manager's responsibility to ensure that their conduct does not include or imply legally protected status harassment or discrimination in any form. If, however, such harassment or discrimination or suspected harassment or discrimination has or is taking place, it should be reported to any of the following:

- Human Resources Department (877-930-4589 or HRsupport@arcb.com)
- EthicsPoint (800-495-1702 or www.arcb.ethicspoint.com) or
- Employee's supervisor

If the discrimination or harassment involves the employee's supervisor or manager, the employee should report the conduct to the Human Resources Department, or EthicsPoint.

Any supervisor or manager who receives a report of or has knowledge of prohibited discrimination or harassment should promptly inform Human Resources, which will then determine whether further investigation is warranted.

Each complaint will be investigated by qualified personnel promptly and confidentially, to the extent possible, while still ensuring an impartial, fair, and complete investigation. If warranted, appropriate action will be assessed and implemented up to and including discharge. It is understood that not all conduct that violates the policy warrants termination or other disciplinary action against the offender and there may be circumstances where it is impossible to determine exactly what happened, thus precluding strong disciplinary action.

It is illegal and against policy for the Company or any employee, supervisor, or manager to retaliate against any employee for making a good faith complaint of harassment or discrimination, for opposing in good faith any practices forbidden by any anti-discrimination laws or for filing a good faith complaint with, or otherwise participating in any manner in an internal workplace investigation or an external investigation, proceeding or hearing conducted by any governmental agency.

The Company prohibits any form of retaliation against any employee for filing a bona fide complaint under this policy or for assisting in a complaint investigation. However, if after investigating a complaint of harassment or discrimination, the Company determines that the complaint is not bona fide or that an employee has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the bad faith complaint or who gave the false information.

If an employee believes they have been retaliated against for making a protected complaint, the employee should follow the same reporting procedures described above for reporting unlawful harassment or discrimination.

If, at the end of an investigation, misconduct is found, appropriate remedial measures (including discipline) will be taken including, but not limited to, termination from employment.

Any questions regarding this policy should be directed toward Human Resources at HRsupport@arcb.com.