

## LABOR RIGHTS AND HUMAN RIGHTS POLICY

Cars.com Inc. and its subsidiaries (collectively, “CARS”) are committed to ethical business practices and compliance with all laws and regulations, including with respect to labor and human rights. CARS is committed to treating employees with the utmost dignity and respect. CARS requires that all of its employees, and all individuals in its supply chain, are paid in accordance with applicable laws, are working in safe labor conditions and are working of their own free will.

### **Fair Working Conditions**

CARS prohibits any form of forced labor, including slavery and human trafficking, in our supply chain. CARS (1) does not engage in or support child labor, human trafficking or slavery; (2) does not knowingly support companies that utilize any form of child labor, human trafficking or slavery; and (3) expects our suppliers to meet those same standards.

CARS explicitly prohibits the use of any child labor in its workforce. All individuals must be in compliance with applicable minimum age requirements, and in the absence of such local minimum age requirements, must be at least 15 years of age. CARS also prohibits the use of any physically or mentally coercive or abusive employment practices. CARS prohibits the use of any forced labor.

CARS requires that all individuals doing work on its behalf are paid a fair wage and that all applicable minimum wage laws are complied with. In addition, CARS prohibits requiring any individual to work in excess of any maximum hours set by local law.

CARS requires that it, and its suppliers, comply with all applicable laws, orders, rules, regulations and requirements enforced by any foreign or domestic governmental body or entity relating to the design, production, sale, distribution and/or provision of goods and/or services to CARS, which necessarily include anti-slavery and anti-human trafficking laws. To the extent that our suppliers retain or utilize subcontractors and/or sub-suppliers to perform work or supply goods pursuant to our contracts, CARS expects our suppliers to use only subcontractors or sub-suppliers that will adhere to these requirements and to monitor such compliance. CARS reserves the right to audit any supplier’s compliance with these requirements.

### **Non-Discrimination**

CARS is committed to providing a workplace free from discriminatory harassment and complying with all applicable federal, state and local laws governing nondiscrimination in employment.

It is the policy of CARS not to discriminate against any employee or applicant for employment because of race , religion or creed , national origin or ancestry, sex, pregnancy, sexual orientation, or gender (including gender nonconformity and status as a transgender or transsexual individual), marital status, age, physical or mental disability (actual or perceived), citizenship, genetic information, past, current, or prospective service in the uniformed services, arrest record, expunged, or sealed convictions. This policy covers any employee, applicant, contractor, intern, volunteer, manager, supervisor, officer, director, client, vendor, or any other third party encountered in connection with company business. In addition, this policy forbids anyone from retaliation for reporting harassment or cooperating in an investigation of such conduct. Any employee, regardless of position or title, who is found to have subjected another individual to harassment or who retaliates against another person in violation of this policy will be subject to discipline, up to and including termination of employment.

## **Freedom of Association**

Freedom of Association: Consistent with applicable laws and regulations, suppliers shall respect the legal rights of their employees to choose whether or not to join a trade union, workers' organization or any other similar group and to collectively bargain if they choose to be represented.

Consistent with applicable laws and regulations, CARS respects the legal rights of employees to choose whether or not to join a trade union, workers' organization or any other similar group, to collectively bargain if they choose to be represented and to submit grievances without fear of retaliation. Grievances may be reported, anonymously if desired, to the CARS Ethics Line, which is administered by an independent provider and can be reached in any of the following ways (all of which are available 24/7):

Electronically at: [www.lighthouse-services.com/cars.com](http://www.lighthouse-services.com/cars.com)

Or by toll-free telephone at:

- English speaking USA and Canada: 833-222-1735
- Spanish speaking USA and Canada: 800-216-1288
- Spanish speaking Mexico: 01-800-681-5340
- French speaking Canada: 855-725-0002

CARS will follow up on all grievances received.

## **Workplace Health and Safety**

Ensuring the health and safety of our employees is a top priority. CARS provides employees with a clean, safe and secure working environment. All facilities comply with applicable health and safety laws and regulations. CARS proactively identifies and addresses workplace hazards and provides appropriate health and safety-related training. In addition, CARS has implemented emergency preparedness measures and training and takes appropriate steps to protect their employees from violence and threats of violence during work.

## **Reporting Violations of This Policy**

If you believe that there has been a violation of any of the principles set forth in this policy, or that CARS or an organization conducting business with or on behalf of CARS has violated this policy, please contact the Chief Legal Officer or the CARS Ethics Line. CARS has a strict anti-retaliation policy for any reports made in good faith.

**Effective Date:** March 18, 2020

**Revised Date:** April 30, 2020

**Policy Contact:** Legal Department

**Applies to:** Cars.com, DealerRater and Dealer Inspire