



AMERICAN PUBLIC EDUCATION, INC.

WORKFORCE AND LABOR RIGHTS POLICY

American Public Education Inc. and its subsidiaries (APEI) is dedicated to fostering a workplace that is free from discrimination or harassment based on race, color, religion, language, pregnancy, ancestry, age, gender, national origin, sexual orientation, gender identity, gender expression, mental or physical disability, genetic information, marital or veteran status, or any other characteristic unrelated to an individual's ability to perform the work required by the job. APEI aims to recruit, hire, place, train, compensate, and advance people based on the needs of the organization and qualifications, skills, experience, and performance of APEI employees.

APEI believes in providing a living wage and compensates employees competitively relative to industry and local labor markets. APEI reviews local, state, and federal laws and regulations for changes related to wages, work hours, overtime, and benefits.

APEI is committed to an inclusive workplace that embraces and promotes diversity. APEI values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought throughout the organization will lead to more informed decision-making and exceptional business outcomes.

APEI believes that diversity in all aspects of and throughout APEI is fundamental to APEI's mission of providing effective and engaging learning experiences that maximize the potential for a better life. As an organization focused on higher education, APEI supports the belief that a multiplicity of values and beliefs, interests and experiences, intellectual and cultural viewpoints enrich learning and inform scholarship.

APEI is committed to workplace policies, procedures, and practices that support and enable ethnic and gender diversity and equal opportunity for advancement throughout the career lifecycle of its employees. APEI strives to create an environment that is free from racial, ethnic, or gender discrimination. APEI is committed to fair and transparent policies, procedures and practices, and the equitable treatment of all employees, students, directors, trustees, and business partners.

APEI's employment policies, procedures, and practices demonstrate APEI's belief that applicants and employees should not face barriers in the workplace due to characteristic unrelated to an individual's ability to perform the work required by the job.

In furtherance of this policy, APEI will consider:

- Establishing measurable objectives for achieving ethnic and gender diversity in the workplace. Those measurable objectives, and APEI's progress in achieving them, will be assessed and reported on as appropriate.
- Employing recruitment techniques intended to attract a diverse group of employees and student applicants, including those from under-represented groups.
- Providing employees and students with training and education on equal opportunity issues and avoidance of problems.

APEI values the ideals set forth herein and encourages vendors, consultants, and strategic partners to adopt these or similar values.

Questions or concerns regarding this policy may be reported to Human Resources or Legal, or anonymously through APEI's confidential Alertline, which can be accessed by dialing 866-648-0636 or at www.apei.ethicspoint.com

This policy will be periodically reviewed and updated.