



HUMAN RIGHTS POLICY

INTRODUCTION

Viad Corp and its subsidiaries (“Viad”) are committed to respecting all internationally-recognized human rights. As part of this policy, we adhere to the principles of the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. This Human Rights Policy is aligned with our Code of Ethics and is approved by our senior leadership team and the Board of Directors.

FAIR LABOR PRACTICES

At Viad, we strive to be a company where employees want to work. We believe that treating employees fairly and in accordance with the law is fundamental, we do this by:

- Abiding by applicable wage and hour laws and government contract requirements, including relevant wage rates and overtime pay,
- Administering employee benefit plans honestly and in accordance with the law,
- Respecting employees’ lawful right of free association,
- Respecting employees’ right to form, to join or not to join a labor union,
- Bargaining in good faith with all employee representatives, and
- Complying with our collective bargaining agreements.

ANTI-SLAVERY AND HUMAN TRAFFICKING

Modern slavery is a crime and a violation of fundamental human rights. It can include forced servitude, forced and compulsory labor, and human trafficking. We do not tolerate the incorporation of these practices in any part of our business, including in our suppliers’ businesses. We have effective systems and controls in place to safeguard against slavery and human trafficking. Our zero-tolerance approach to forced labor applies to all persons working for us in any capacity, including employees at all levels, consultants, contractors, and other business partners. Further, in accordance with the European Modern Slavery Act, GES’s [Modern Slavery Position Statement](#) formally outlines its commitment to ensure that human trafficking and slavery does not occur anywhere along the supply chain.

RIGHTS OF CHILDREN

We prohibit the use of child labor in our business and amongst our suppliers. As a company, we refuse to employ anyone under 16 years of age and do not employ anyone under 18 years of age in a hazardous occupation.

HEALTH AND SAFETY

We are committed to maintaining a healthy and safe work environment for our employees and contractors and strive to comply with all health and safety-related work regulations.

HARASSMENT AND DISCRIMINATION

Viad strives to create a welcoming, inclusive environment for all employees, one that is free of harassment, bullying, and abusive conduct. We provide equal opportunities in employment and prohibit harassment or discrimination of any kind.

SUPPLIERS

We expect all of our suppliers to uphold and adhere to the human rights commitments espoused in this policy and our Code of Ethics. We may monitor supplier compliance with these principles and may end our business relationships with suppliers that we find to be in violation of these principles.

DUE DILIGENCE AND STAKEHOLDER INVOLVEMENT

At Viad, we enhance our approach to addressing human rights on an ongoing basis. We are dedicated to continual human rights due diligence and engaging with our employees, suppliers, and other stakeholders on ways to improve our human rights approach.

GRIEVANCE MECHANISM & REMEDY

Viad encourages all employees who believe this policy or other company standards have been violated to report the suspected violations through the company's *Always Honest* Hotline. This hotline is a mechanism, available 24/7, to report misconduct anonymously and confidentially. Retaliation in any form in response to good-faith reports of misconduct is not condoned.