

## Human and Labor Rights Policy

QuinStreet is committed to sustainable and ethical business practices. QuinStreet's Board of Directors is responsible for this Human and Labor Rights Policy.

### Labor Rights and Working Conditions

As a pioneer in the performance marketing industry, QuinStreet strives to be an example for other companies. QuinStreet is committed to providing a living wage for all employees to ensure that its employees can afford a decent standard of living. In addition to providing a living wage, QuinStreet's professional development opportunities and philanthropic commitments also support the goal of enabling the growth of our employees and their communities.

Although the performance marketing industry operates in the online world, QuinStreet is committed to insuring its employees and their communities have access to physical comforts. This commitment includes not only facilities at work, but also subsidizing the ability of our employees to work remotely. QuinStreet recognizes that access to potable water is a fundamental human right, and ensures that all employees have such access in our offices.

### Diversity and Inclusion

QuinStreet is committed to the protection of the human rights of all employees, including those who are members of minority group. QuinStreet has demonstrated this commitment by: (1) Adding *Diversity* as one of QuinStreet's core values, (2) Producing QuinStreet's first gender and race demographic report, and (3) Matching employee contributions to approved national associations and organizations ranging from legal advocacy to domestic support. QuinStreet has also formed a *Culture Committee* to create inclusive and diverse events.

### Gender Inclusion

QuinStreet is committed to the inclusion of those who elect to identify as women. QuinStreet has initiated a gender diversity strategy which includes annual learning and development conferences for its women employees. QuinStreet also has, and has had, multiple female board members.

### Workplace Health and Safety

QuinStreet is committed to meeting or exceeding all applicable health and safety laws and regulations in its facilities. This includes access to ergonomic supplies and materials. For a detailed review of additional risks QuinStreet has identified, as well as applicable mitigations, see the "Risk Factors" section of QuinStreet's 10-Qs and 10-Ks at our [Investor Relations Site](#).

QuinStreet is always open to employee feedback, recommendations, and criticism. QuinStreet believes open communication is important for employee well-being.

**Effective Date:** January 21, 2021

**Revised Date:** January 21, 2021

**Contact:** [QuinStreet Legal Department](#)

**Applies to:** QuinStreet and its subsidiaries