



BECAUSE WE ARE DEDICATED TO HAVING A SERVING CULTURE WHERE WE TREAT OTHERS HOW WE WANT TO BE TREATED...

**OUR DOORS ARE ALWAYS OPEN**

## **EQUAL OPPORTUNITY EMPLOYMENT**

Rent-A-Center is committed to equal opportunity employment and will not discriminate or harass any coworker or applicant for employment on the basis of race, religious creed, color, national origin, ancestry, physical or mental disability, genetic information, marital status, sex, gender (including gender identity and expression) age, sexual orientation, military and veteran status, or any other protected trait covered by federal, state or local law.

## **ETHICAL BUSINESS PRACTICES**

We expect all coworkers of Rent-A-Center to maintain ethical business practices. We are committed to maintaining an environment free of fraud, theft, embezzlement, misuse of Company assets and unsafe working conditions. Other potential ethical issues include, but are not limited to, falsification of Company records, insider trading, accounting or auditing irregularities, conflicts of interest, bribery, kickbacks, or suspected violations of regulatory compliance including, but not limited to, Rent-A-Center policy on timekeeping.

## **OPEN DOOR REPORTING POLICY**

Rent-A-Center maintains and enforces a policy of no retaliation against individuals reporting any concerns regarding these policies. If you have any concerns related to Equal Employment Opportunity and/or Ethical Business Practices you must use the Open Door Reporting Policy to report these concerns as soon as possible to:

- Your immediate manager, District Manager, or Regional Director (refer to the RACiNET directory)
- The Coworker Relations Hotline at **(800) 675-0825**
- Or, for those who wish to remain anonymous, we also have a Compliance Hotline operated by an outside company, Global Compliance Services. Coworkers contacting this external Hotline are not required to identify themselves. The toll free Compliance Hotline number is **(866) 480-6135**

**Confidentiality will be maintained to the extent possible and Rent-A-Center will not tolerate retaliation against anyone reporting suspected violations of Company policy or participating in the investigation of alleged violations.**

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