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WHO WE ARE

Harte Hanks, as a socially responsible business, understands that our clients and shareholders have a right to expect:

Products we source/ use in our business are produced under working conditions that are ethical, hygienic, and safe.

All companies involved in the Harte Hanks supply chain, from direct suppliers and subcontractors, are treated with full consideration to their basic human rights.

Our activities are carried out in an ethical manner above and beyond basic legal requirements.

We have implemented an environmental, social and governance (ESG) policy to ensure that these ethical practices are being followed, both in the US and in our international locations.

Although we are not a member of the Ethical Trade Initiative (ETI), Harte Hanks has adopted and is committed to following and implementing (in addition to ESG) the principals of the Ethical Trading

We and our suppliers will provide a safe and healthy working environment for our employees, bearing in mind the prevailing knowledge of the industry and any specific hazards, in the prevention of accidents and injury in the workplace. In this regard, Harte Hanks has a published Safety Policy which has been included within our employee handbook for employees to access and read.

4. Child labor shall not be used
Although not prevalent in our areas of operation, there shall be no recruitment of child labor. Individuals under 16 are not employed at any time. Individuals under 18 shall not be employed at night or in hazardous conditions.
5. Living wages are paid
We and our suppliers will pay employees equal to or above the statutory minimum wage and shall not unreasonably reduce wages.
- 6.

If a possible violation of the ETI Base Code principles is identified, then we will work with all parties involved to seek redress, and to take the necessary steps to have the issue resolved. As part of this process, we'll investigate the root cause of the issue so we can take appropriate steps to prevent such a violation reoccurring in the future.

RESPONSIBILITY