



Labor and Human Rights Policy

Scope

This policy applies to all employees, temporary employees, officers, directors, and agents of Asure Software, Inc. and its direct or indirect wholly owned subsidiaries and our divisions and affiliates in all countries (collectively “Asure”).

Purpose

Asure’s “Labor and Human Rights Policy” formalizes the company’s commitment to preserving and promoting the fundamental rights of others as reflected in our commitment to labor and human rights. Our codes, standards and programs are built around the recognition that everything we do in connection with our work must reflect the highest possible standards of ethical business conduct and all employees must be treated with respect and dignity. Our commitment to international human rights standards and local laws are rooted in our core values and reinforced through our “Code of Business Conduct and Ethics” and other company policies. We support the aim of the International Labor Organization (ILO), the Universal Declaration of Human Rights (UDHR), the International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights to arrive at universally accepted labor standards and have therefore adopted internal policies, standards, procedures, and guidelines that are aligned with these policies. Asure’s management is strongly committed to ensuring the continuing development and implementation of our “Labor and Human Rights Policy” and will continue to regularly evaluate these policies to ensure an effective outcome and adherence by our employees as well as holding our suppliers and vendors to the same standards. Additionally, Asure will ensure all employees receive training and/or education enabling them to embody our commitment to these principles.

Prohibition on Child Labor

Asure will always adhere to the legal minimum age requirements and prohibits the use of child labor in all countries in which we operate with commitments to the principles of the United Nations Convention on the Rights of the Child and the UNICEF Children’s Rights and Business Principles. We will never employ children under the age of 16, under the age for completing compulsory education, or under the minimum age for employment in the applicable country, whichever is stricter. Asure has a strong age-verification process during the recruitment and selection process to ensure all employees are age-qualified. This includes, at a minimum, inspection and verification of at least two forms of identification



and confirming visually the identity of the individual to their presented forms of identification.

Commitment To Ensure A Safe And Healthy Working Environment

At Asure Software, we are committed to fostering a safe and healthy workplace for all our employees. We believe that every individual deserves to work in an environment where their safety, well-being, and health are prioritized. We are committed to providing a workplace free from recognized hazards, including any form of violence or threats of violence against employees or individuals within the Company's premises. We have a zero-tolerance policy toward violence or threats, and we take proactive steps to ensure a safe working environment. The Company takes all necessary measures to maintain a healthy and safe workplace, complying with applicable safety and health laws, regulations, and our own internal safety standards.