



HUMAN RIGHTS STATEMENT

J.B. Hunt Transport, Inc. (“J.B. Hunt” or the “Company”) is committed to respecting and promoting human rights. We are guided by international instruments including but not limited to the United Nations Universal Declaration of Human Rights, the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. We expect suppliers and contractors with whom we do business to uphold these same standards.

WORKPLACE AND ROAD SAFETY

Creating safe workplaces, whether in the cab of a truck, an office setting or working from home, is a core value and fundamental to the safety culture in place at J.B. Hunt. This value is ingrained in our Safety Policy statement, conveying our commitment to the well-being of our employees and the public, as well as our desire to comply with laws and regulations. From initial employee onboarding through long-term performance, measurement and reporting take place continually to ensure compliance and continuous improvement.

ENVIRONMENTAL SUSTAINABILITY

Making business decisions that have a positive impact on the environment is a priority at J.B. Hunt. From decreasing overall carbon dioxide emissions to cutting energy consumption, environmental sustainability is important to our customers, the communities we serve, and ultimately our success. J.B. Hunt is dedicated to creating a more sustainable supply chain by advocating for a mode-agnostic approach to transportation, innovating fleet operations, exploring alternative vehicle and fuel solutions, leading conversations within the industry, and using data-driven insights to gain efficiency.

FORCED LABOR, CHILD LABOR AND HUMAN TRAFFICKING

We prohibit the use of all forms of forced labor in any of our operations and facilities. We prohibit the hiring of individuals who are under the age of 18 for positions in which hazardous work is required. J.B. Hunt supports temporary workplace internship and apprenticeship education programs for younger persons so long as such persons are closely supervised. Human trafficking in any form as defined by the United Nations is also prohibited, and we equip all employee drivers with awareness training so they are prepared to be part of an effective prevention strategy.

ANTI-BRIBERY/ANTI-CORRUPTION

J.B. Hunt’s reputation and continued success requires an unwavering commitment to honest and ethical business practices. Paying or accepting a bribe or kickback or obtaining or attempting to obtain a personal or business advantage through extortion, improper payments, or other corrupt means, is strictly prohibited and will not be tolerated. These acts are not only against our policies and values, but they also skew government attention and resources away from the needs of the people they are entrusted to serve.

DISCRIMINATION

J.B. Hunt believes in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. J.B. Hunt is committed to both the spirit and the letter of affirmative action laws and continues its good-faith efforts to comply with all applicable government laws and regulations. The Company is committed to basing employment decisions on the principles of equal employment opportunity. J.B. Hunt will recruit, hire, compensate, offer benefits to, upgrade, train, layoff, terminate, and/or promote individuals without discrimination in regards to race, color, religion, sex, national origin, age, sexual orientation, gender identity, status as a qualified individual with a disability, status as a protected veteran, or other bases protected by applicable law.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The National Labor Relations Act of 1935 guarantees the right of private sector employees to organize into trade unions, engage in collective bargaining and take collective action. We respect and adhere to this Act, its regulations and the rights it protects for all employees. However, at J.B. Hunt, we are also committed to maintaining positive and direct relationships with our employees based on real two-way communication and mutual respect.

INCLUSIVE WORKPLACE

An inclusive workforce helps us represent the broad cross-section of ideas, values and beliefs of our employees, customers, carriers and communities. We do not tolerate the unfair treatment of people on the basis of race, color, religion, sex, national origin, age, sexual orientation, gender identity, veteran status or disability as outlined in our Equal Employment Opportunity policy. To more closely marry our commitment to inclusion with our corporate culture, J.B. Hunt's designated steering committee reviews initiatives and success measures quarterly to ensure alignment with the program pillars: self-awareness and training, talent management, workplace inclusion, employee inclusion and development, and community engagement. Additionally, we have created several Employee Resource Groups (ERGs) with mission statements and executive sponsorship. Today we support ERGs that serve veterans (VERG), women (GROW), African Americans (AAmERG), Latinos (LEAD) and the LGBTQIA+ community (PLUS+).

MONITORING, REPORTING AND REMEDIATION

With dedicated professionals in our safety, environmental, legal, internal audit, compliance and human resources departments, we work diligently every day to monitor our policies and practices that impact the basic human rights of all employees of J.B. Hunt and the communities in which we operate. In addition to our Open Door Policy, all employees have several options to report potential departures from established policies. In those cases, if the Company finds that it has caused or contributed to potentially negative human rights impacts, we are committed to actively engage in remediation efforts, always seeking to fairly address the interests of all parties.