



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.



If individuals between the ages of 16 and 18 are employed, we will ensure that their work does not affect or preclude their educational opportunities or obligations nor jeopardize their health and safety, including adhering to restrictions on overtime and night work.

If an underage individual is found to be employed by Asure, Asure will immediately implement a remediation program, which includes protecting the underage employee from reprisal and ensuring that Asure does not impede the completion of the underage employee's education.

Nondiscrimination and Diversity

Asure is committed to diversity in its workforce and encourages fairness and equality of opportunity. We do not tolerate any kind of harassment or discrimination based on, among other things, race, color, age, gender, sexual orientation, gender identity or gender expression, ethnicity, nationality, disability, pregnancy, religion, political affiliation, veteran status, union membership, or marital status in hiring or employment practices such as promotions, rewards, or access to training. We are committed to protecting the rights of women and minority groups. We will recruit, hire, and promote employees solely based on suitability for the job.

Humane Treatment

Harsh or inhumane treatment of employees, including any sexual harassment, sexual abuse, mental or physical coercion, or verbal abuse is prohibited by Asure employees. Employees must be able to communicate openly with management regarding working conditions without having fear of reprisal, intimidation, or harassment. Asure has or will develop policies and procedures in support of these requirements and will communicate them to employees. There will be no restriction of employees' access to basic physical comforts such as toilets, bathrooms, or medical facilities. There must be free exit and entry of facility or dormitories that does not limit access to specific times of the day. Asure believes the right to water is a fundamental human right.

Wages and Benefits

Asure is committed to providing a fair and living wage to all employees. Employee compensation shall be consistent with the provisions of all applicable wage laws, including those related to minimum wage, overtime hours, vacation time, leave time, holidays, equal pay and legally mandated benefits. Employees must be paid regularly, in full and on time. Deductions from wages as a disciplinary measure or unauthorized deductions are not permitted.

Employees must always be aware of the composition of pay and benefits and shall receive an explanation of any legitimate deductions, in a detailed and clear manner, prior to and during their employment. Employees must receive clear wage statements in detail and in a language understood by them.



Freedom of Association and Collective Bargaining

Asure recognizes and respects the right of employees to be represented by trade unions or other employee organizations and the freedom of employees to establish or join an organization of their choice. We will not make employment subject to the condition that a person must not join a union or must terminate membership in a trade union. Asure will not tolerate threats, intimidation, physical, or legal attacks against human rights defenders for both our operations and our supply chain.

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.

Grievance and Whistleblower Protection

Employees must be able to openly communicate and share grievances with management regarding working conditions and management practices without fear of reprisal, intimidation, harassment, or violence. More information about grievance and whistleblower policies can be found in Asure's "Code of Business Conduct and Ethics" located on the Corporate Governance section of our website (<https://investor.asuresoftware.com/corporate-governance>).

Asure's goal is to ensure that employees can communicate issues and concerns associated with unethical or illegal activities safely and honestly with our management and/or board of directors while maintaining anonymity and confidentiality. EthicsPoint collects and monitors any such issues and concerns. EthicsPoint is Safe Harbor Certified through the United States Department of Commerce as a hotline provider and has security measures in place to address EU privacy initiatives and other global privacy directives. To file a report, employees can either call 1-866-ETHICSP (1-866-384-4277) or file a report online at:

<https://secure.ethicspoint.com/domain/media/en/gui/5615/index.html>

