



CoreCivic Response to ICCR Shareholder Resolution ***Submitted to Business & Human Rights Resource Centre on January 14, 2019***

At CoreCivic, we recognize the inherent dignity of the human person and the need to treat every individual with respect. For several years, our company has had in place a detailed Human Rights Policy that clearly outlines our commitments regarding resident rights and treatment, including legal rights, safety and security, healthcare, reentry programming, visitation and standards of living. We believe that this shareholder proposal has already been substantially implemented through our policies, practices, procedures and public disclosures relating to our evaluation of executive compensation.

To be more specific, the holistic approach used in evaluating the performance of the company's senior executives and determining their compensation includes consideration of each of their contributions to furthering CoreCivic's strategic goals, including our commitment to the human rights and welfare of the individuals entrusted to our care. Senior executive compensation is also evaluated in light of the company's financial performance under each of our contracts, and this performance is inextricably tied to compliance with the terms of each contract. Human rights concerns, including safety, sufficient staffing, quality of and access to medical and mental health care, availability of recreation and educational advancement opportunities, and access to courts and legal assistance, are embedded in the terms of our agreements.

Regarding the past allegations noted in the shareholder proposal:

Detainee Work Programs: All work programs at our U.S. Immigration and Customs Enforcement (ICE) detention facilities are completely voluntary and operated in full compliance with ICE standards, including federally established minimum wage rates for detainee volunteer labor. Detainees are subject to no disciplinary action whatsoever if they choose not to participate in the work program. We set and deliver the same high standard of care – including three daily meals, access to healthcare and other everyday living needs – regardless of whether a detainee participates in a voluntary work program. We have worked in close partnership with ICE for more than 30 years and will continue to provide a safe and humane environment to those entrusted to our care.

Healthcare: We are committed to providing access to high quality healthcare for every individual entrusted to our care. In facilities where CoreCivic is responsible for providing the healthcare, we ensure that the medical, dental and mental health professionals are all licensed, and residents have access to their services through channels like daily sick call. It's important to note that we don't provide the healthcare in the majority of our immigration facilities. In most cases, comprehensive medical, mental health and dental care is provided for by the ICE Health Services Corps. In those instances, our employees work collaboratively with the health care provider agency (whoever it is) to support detainee access to care.