

# The Addus

# Human Rights Policy

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The elements of our Human Rights Policy are overseen by the Company's Board of Directors and Executive Management Team, bringing together the following components:

- Respect for Human Rights
- Diversity and Inclusion
- Safe and Healthy Workplace
- Workplace Security
- Freedom of Association and Collective Bargaining
- Work Hours, Wages and Benefits
- Training
- Guidance and Reporting for Employees

# The Addus Human Rights Policy (cont.)

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## **Respect for Human Rights**

At Addus, our business is built on respect for human rights of our employees, as well as our patients, customers and members of the communities in which we operate. It is a fundamental value of our Company to respect and promote human rights.

## **Diversity and Inclusion**

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. Addus provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

## **Safe and Healthy Workplace**

We value the safety and health of our employees. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to create and maintain a safe, healthy and productive workplace by addressing identified risks of accidents, injury and health impacts.

## **Work Hours, Wages and Benefits**

We are committed to fair and living wages for all employees and compensate employees competitively relative to our industry. We advocate for reimbursement increases that support higher wages for our employees. We work to achieve compliance with applicable wage, work hours, overtime and benefits laws and applicable collective bargaining terms.

## **Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

## **Freedom of Association and Collective Bargaining**

Addus respects our employees' right to join or form or not join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we have a history of working with those union partners toward common goals related to payor reimbursement, increased wages and other matters. We are committed to freedom of

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association and collective bargaining rights of our employees and to bargaining in good faith with those recognized representatives of our employees.

## **Training**

Addus is committed to fostering a culture of continuing education and the development of our people. Through a variety of multi-media training and education programs, we ensure all of our employees have access to relevant and meaningful education around compliance, ethics, HIPAA, and workplace harassment. Additionally, we provide quarterly leadership summits for operational leaders across all business lines focused on leadership fundamentals, emotional intelligence, strengths-based leadership, and coaching skills. We also offer free to our employees a suite of optional training courses to pursue including employee engagement, employee retention, customer service, and understanding personal strengths.

Addus also provides tuition reimbursement programs to encourage external career educational development while simultaneously offering innovative internal career ladder programs specifically focused on professionally growing the careers of front-line employees in our most diverse workforce populations.

## **Guidance and Reporting for Employees**

We value our employees and are committed to providing safe, healthy and rewarding employment opportunities.

Addus encourages employees with policy questions or concerns to raise those with local management, Human Resources or Compliance Officer, including anonymous telephone and internet website reporting described in our Code of Business Conduct that can be found here: <https://addus.gcs-web.com/static-files/e037c910-5d00-46d6-8047-022a0193fb9c>

The Human Rights Policy is intended to align with the Company's Code of Business Conduct.

*The Company reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between the Company and its employees or that participation in this program is a guarantee of continued employment.*