

# AMN HEALTHCARE HUMAN RIGHTS POLICY



At AMN Healthcare, we are committed to putting our Core Values of Customer Focus, Respect, Trust, Passion, Continuous Improvement and Innovation into practice every day – in all aspects of our work and interactions. We are proud to conduct business with the highest standards of ethics and compliance with laws, and we recognize that the way we conduct our business is equally important as the outcomes we achieve. To live our Core Values every day, we endeavor to respect and promote human rights in our relationships with our clients, team members, vendors, and communities.

Our approach to human rights is guided by the [International Labour Organization \(ILO\) Declaration on Fundamental Principles](#), the [Universal Declaration of Human Rights](#), and the [United Nations \(UN\) Guiding Principles on Business and Human Rights](#). This Policy reflects our commitment to human rights, and is applicable to AMN and our affiliate and subsidiary businesses, as well as our team members and vendors through our [Code of Conduct](#) and [Vendor Code of Conduct](#).

In accordance with the UN Guiding Principles, we are committed to implementing a reasonable level of due diligence to identify adverse impacts on human rights and to establish or support appropriate and effective mechanisms for prevention and remediation.

## COMMUNITY OUTREACH

AMN Healthcare actively engages on matters of human rights that are relevant to the communities we serve. We listen, learn and consider the views from a wide variety of backgrounds and perspectives in the design and implementation of our human rights policies and activities. We also publicly communicate our efforts and initiatives in, among other things, [our annual Impact Report](#). Additional resources include the [amnhealthcare.com](#) website where we provide further information regarding our policies related to human rights.

## INCLUSION FOR ALL

At AMN Healthcare we embrace the ways we are similar and different, respecting all voices and ensuring everyone has the opportunity to contribute to our collective success. We acknowledge our shared responsibility to foster a welcoming environment where everyone feels recognized and valued. We cast a wide net to recruit and retain competitive talent and build healthcare workforces supportive of the communities we serve. We believe in the power of compassion and collaboration to build healthy communities where access to quality care is available to all.

We are committed to equal opportunity and maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, medical condition including genetic characteristics, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at AMN are qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair

treatment or retaliation of any kind. We educate and train our team members on our purpose-driven culture and strong values.

### **FREEDOM OF ASSOCIATION**

AMN respects our team members' right to join, form or not to join a labor union without fear of retaliation, intimidation, or harassment.

### **WORKPLACE HEALTH, SAFETY AND SECURITY**

The health, safety, and security of our team members is paramount. AMN is committed to maintaining a healthy, safe, and productive work environment that minimizes health and safety risks for our team members and develops and implements health and safety management practices in our business.

AMN Healthcare seeks to maintain a work environment that is free from violence, intimidation and other unsafe or disruptive conditions resulting from internal and external security threats. Security safeguards for team members are provided and are maintained with respect for privacy.

### **CHILD LABOR**

AMN Healthcare has a zero-tolerance policy on child labor and is committed to deploying the necessary preventative measures to ensure that we abide by all commonly accepted international child labor conventions.

### **FORCED LABOR AND HUMAN TRAFFICKING**

AMN Healthcare does not tolerate slavery, forced labor, or human trafficking in any form and is committed to complying with all commonly accepted international conventions related to slavery, forced labor and human trafficking.

### **WAGES AND BENEFITS**

AMN does not use misleading or fraudulent practices during the recruitment or employment process and provides fair compensation for all team members that is commensurate with, or greater than, the applicable minimum wage and associated statutory benefits. Team members will also be granted and correctly compensated for any types of paid leave or time off to which they are entitled under applicable laws, and will not be required to work in excess of the relevant legal limits on working hours, overtime hours, and number of working days per week in the jurisdiction concerned.

### **HOUSING AND LIVING CONDITIONS**

To the extent we provide housing, AMN ensures housing conditions are provided with reasonable levels of cleanliness, comfort and safety and we disclose, in an accessible format and language, basic information regarding the location of work, living conditions, and housing arrangements.

## ENVIRONMENTAL STEWARDSHIP

On October 8, 2021, the UN Human Rights Council adopted resolution 48/13 recognizing “the right to a clean, healthy and sustainable environment as a human right that is important for the enjoyment of human rights.” AMN Healthcare understands that the effects of a warming climate are detrimental to the health and well-being of the communities we serve. To do our part, we annually track and report on our GHG emissions.

## POLICY GOVERNANCE

This Policy is overseen by our executive management team.

## REPORTING VIOLATIONS OR CONCERNS

AMN is committed to fostering open and honest communication with all of its team members, vendors and community partners and educate our team members on various key components of this Policy on a regular basis.

To report questionable behavior or a possible violation of this Policy, our [Code of Conduct](#) or our [Vendor Code of Conduct](#), please contact us through any of the following methods below:

- Phone: AMN’s “Speak Up” reporting line at (866) 264-5474.
- Email: [Speak-UpDL@AMNHealthcare.com](mailto:Speak-UpDL@AMNHealthcare.com)
- Mail: AMN Chief Legal Officer and/or  
AMN Chief Executive Officer, 2999 Olympus Blvd., Dallas, TX 75019

AMN does not tolerate retaliation against team members or others for making good faith reports. You may report any suspected violation of this Policy, our [Code of Conduct](#), or [Vendor Code of Conduct](#), or the law without fear of either direct or indirect retaliation or any negative impact on your employment or business relationship. Making a “good faith” report doesn’t mean you have to be right, it simply means that you have honest intentions and you give a full and accurate account of what you know.