

Healthcare Services Group Human Rights Policy

This global policy applies to all employees of Healthcare Services Group, Inc. and its subsidiaries (“Healthcare” or the “Company”) worldwide at all Healthcare locations.

Healthcare is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of each employee, and providing equal opportunity for development to all employees.

Specifically, Healthcare recognizes its responsibility with regards to:

- Workplace health and safety
- The prohibition of forced and child labor
- A workplace free from harassment or any form of discrimination
- Freedom of association
- Complying with all laws regarding hours and wages
- Employee privacy

The responsibility for ensuring compliance to this policy is assigned to all employees. Employees are encouraged to raise any issues with their supervisor, our human resources or legal departments, or to report to our 24-hour helpline found at 844-688-4600.

In the event that there is a violation of this policy, Healthcare is committed to implementing a formal grievance mechanism and to taking action necessary to correct negative impact.