



Global Human Rights and Labor Standards

Purpose

TMRWD Health shares the global concerns related to the fair and equitable treatment of all peoples, regardless of differences. TMRWD Health constantly strives to maintain a working environment, both internally and through its suppliers, that is open and supportive and conducts its personnel practices in a manner designed to ensure equal employment opportunities to all individuals. TMRWD Health is firmly opposed to any behavior that contributes to the systemic diminishment of human beings and operates in accordance with applicable law, TMRWD Health policies, and the TMRWD Health Standards of Business Conduct. In cases where a national law conflicts with an internationally recognized human right, TMRWD Health will, while complying with the law, seek to follow the higher international standard.

Policy Statement

This Policy establishes requirements for global conduct related to human rights and labor standards. This Policy is informed by internationally recognized instruments setting forth human rights and labor standards to continue to enhance the company's respect for human rights and labor standards, to improve the conditions of its operations and to reflect its social responsibility. In developing this Policy, TMRWD Health has, among other things, considered the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

Human Rights

TMRWD Health strives to conduct its business in a manner that demonstrates respect for internationally recognized human rights and the dignity of all people. This means that TMRWD Health operates its business with the following values:

- **Diversity and Inclusion**
 - The TMRWD Health Standards of Business Conduct articulate its commitment to an inclusive and diverse workforce.

- **Fair Treatment**
 - The TMRWD Health Harassment and Bullying Prevention policy addresses the rules and guidelines that have been implemented to provide a



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workplace that is free from harassment and discrimination of any kind, including gender-based harassment and discrimination.

- **Workplace Well-Being and Environment**

- TMRWD Health will support the well-being of its employees by offering programs and benefits that help employees be safe, healthy, satisfied and engaged at work.
- TMRWD Health will maintain a healthy, clean, and safe work environment and will not utilize mental or physical disciplinary practices. TMRWD Health will construct and maintain all facilities in accordance with at least the standards set forth by applicable laws and regulations in the countries in which it operates.

- **Freedom from Forced Labor**

- TMRWD Health will not use or engage in any form of coerced, bonded, indentured, or prison labor. All work will be voluntary, and employees will be free to leave or terminate their employment in accordance with local and national laws without fear of physical, psychological, sexual, or verbal abuse.
- TMRWD Health will not require employees to lodge “deposits” of their identity papers (government-issued identification, passports, or work permits).
- Employment agencies and labor brokers are not permitted to charge recruitment fees to employees.

- **Free of Child Labor**

- TMRWD Health does not allow child labor in its operations. Generally, TMRWD Health does not hire anyone under the age of eighteen (18). The term “child” means any person under the minimum legal age for being employed in the workplace, with reference to the assigned task and in any event, means any person under 14 years of age.

- **Fair Compensation**

- TMRWD Health complies with all applicable local and national minimum wage, overtime, and benefits laws and regulations.

- **Hours of Labor**



- TMRWD Health requires that working hours are consistent with local and national laws and regulations and are not otherwise excessive.
- **Immigration Law & Compliance**
 - TMRWD Health complies with applicable immigration laws and regulations and only employs workers with a legal right to work.
- **Freedom of Association**
 - TMRWD Health respects the freedom of association. Where its employees wish to be represented by trade unions, TMRWD Health will cooperate in good faith with the bodies that its employees collectively choose to represent them within the appropriate national legal frameworks.
- **Compliance with Laws**
 - TMRWD Health is committed to complying with all applicable local and national laws and regulations, including those related to employee records and employee privacy, in the countries in which it operates.

Supply Chain

TMRWD Health expects its suppliers to comply with the standards in this Policy. TMRWD Health is in the process of assessing conformance to this policy by its applicable key suppliers and will address noncompliance incidents appropriately.

Compliance

This Policy will be communicated to employees and applicable suppliers and will be available externally.

This Policy references various resources, including existing TMRWD Health policies and international human rights instruments; further information is available in the references section below.

This Policy is subject to the review schedule and governance that is outlined in the TMRWD Health Companywide Policy Administration policy.



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Scope

This Policy applies to all TMRWD Health locations and employees. TMRWD Health will strive to ensure that its suppliers adhere to the standards that are outlined within this Policy.

Original effective date

Mar 11, 2021

Date last revised

Jul 20, 2021

Responsible party

The TMRWD Health Chief Human Resources Officer is responsible for administering and amending this Policy.