

## **HUMAN RIGHTS POLICY**

At Concentra, our mission is to improve the health of America's workforce, one patient at a time. We achieve this mission through our commitment to the following core values:

- A healing focus
- A selfless heart
- A tireless resolve

We practice these core values every day because we recognize that the way we conduct our business is equally as important as the outcomes we achieve.

Guided by the human rights framework set forth in the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights, we respect and promote human rights in our relationship with our patients, colleagues, partners, suppliers, vendors and communities and perform appropriate due diligence to prevent, mitigate, identify and address any undesired impact on human rights in relation to our operations.

Concentra's human rights policy reflects its commitment to human rights and applies to all Concentra operations, including its subsidiaries and affiliates, and their managed entities, as well as Concentra's partners, suppliers, and vendors.

### **A CULTURE OF RESPECT**

Concentra's vision is to treat every person the Concentra Way - quality clinical care and a positive customer experience from welcoming, respectful, and skillful colleagues. Fostering a culture of respect – how we view, speak to, listen to, and treat each other and our patients – is the foundation of our commitment to protect the rights of all individuals. We create an environment where people of all backgrounds, ages, races, abilities, sexual orientations, and generations can grow and thrive. We understand that who we are as a company is made up of what we do as individuals and supporting varied voices, perspectives, and experiences leads to better outcomes and makes us stronger as an organization. We work to maintain workplaces 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, veteran status, or any other status protected by applicable law.

We actively seek to retain and develop our workforce within an environment that fosters mutual respect and trust. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Concentra is qualifications, performance, skills, and experience.

We are committed to providing regular education and training on our cultural norms of respect, empathy, and compassion, including guidance on Concentra's human rights policy. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind.

## **RIGHT TO A SAFE WORKPLACE**

The health and safety of our employees is paramount to our core values. Concentra is committed to maintaining a healthy, safe, and productive work environment that minimizes health and safety risks for all employees and develops and implements health and safety management practices in all our operations and facilities. We abide by health and safety laws and regulations and work with our employees to address and remediate identified risks or accidents and injury.

## **RIGHT TO A SECURE WORKPLACE**

Concentra is 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.

## **RIGHT TO JUST AND FAVORABLE WORKING CONDITIONS AND A LIVING WAGE**

Concentra works to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. Concentra pays its employees the minimum applicable legal wage or more, and if there is no wage law, then at least the local industry standard. Concentra overtime rates are also calculated in accordance with applicable regulations. Concentra is committed to providing a living wage for all employees, as defined under applicable law.

## **FREEDOM FROM CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING**

Concentra does not tolerate slavery, forced labor, child labor or human trafficking in any form.

## **FREEDOM OF ASSOCIATION**

Concentra respects the rights of our employees to join, form or not to join a labor union without fear of retaliation, intimidation, or harassment.

## **POLICY GOVERNANCE**

This policy is overseen by Concentra's Board of Directors.

## **REPORTING VIOLATIONS OR CONCERNS**

Concentra is committed to fostering open and honest communication and we have robust resources to listen and respond to concerns and input such as local, regional, and corporate HR and leadership, as well as the HR helpline and the Compliance Hotline, which are both anonymous reporting mechanisms. If there are concerns about potential violations of this policy, please contact the Compliance Hotline at: (844) 463-7750.