

	TITLE: Human Rights Policy	
	DATE CREATED: 08/05/2024	VERSION NUMBER: 1
	DATE OF LAST REVIEW:	DEPARTMENT OWNER: Corporate Compliance

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1. Purpose

To outline the core standards and expectations we have established for our workforce members, and third-party partners and suppliers in the area of human rights. The promotion of universal respect for and observance of human rights and fundamental freedoms is principal for Premier to conduct business ethically and with integrity.

2. Scope

Applies to all workforce members of Premier, Inc. and its subsidiaries (“Premier”). In addition, we expect our third-party partners and suppliers to uphold these principles and encourage them to adopt similar policies.

3. Definitions

Child Labor – Employment below the minimum age as established by the jurisdiction’s laws, hazardous unpaid household services, slavery, debt bondage or serfdom. It is work that is, by its nature or circumstances, likely to harm the health, safety or morals of children.

Forced Labor – All work or service, not voluntarily performed, that is obtained from a person under the threat of force or penalty.

Human Trafficking – The recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Human Rights – The basic rights and freedoms that every person is entitled to from birth until death. They are universal in that they apply to all persons regardless of race, sex, nationality, ethnicity, language, religion or any other status. Human rights are based on shared values like dignity, respect and fairness.

Workforce Member - Any individual employee, contractor or consultant with logical and/or physical access to Premier information assets and resources.

4. Attachments/References

[Equal Employment and Non-Harassment](#)
[Workplace Safety](#)

POLICY

1. We are committed to respecting the rights of all persons, including the communities we serve, throughout our responsible supply chain. Specifically, we strive to uphold and promote human rights and fundamental freedoms in support of the [UN Universal Declaration of Human Rights](#).

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2. The following standards are based on recognized international human rights standards and reflect the key human rights concerns we have identified for our stakeholders. Our respect for human rights is not limited to these standards.
3. We recognize the value of engaging stakeholders to prevent, address, and remedy human rights concerns. Where applicable, we endeavor to engage our workforce members, and third-party partners and suppliers, including the communities we serve, to address human rights risks within our responsible supply chain.

Forced Labor and Human Trafficking

4. We have a zero-tolerance policy for any form of forced or compulsory labor, including but not limited to, bonded labor, indentured labor, slave labor, child labor and trafficking in person in our operations or responsible supply chain to ensure the overall terms of employment are voluntary.
5. We do not and will not permit our workforce members or other entities doing business with Premier to engage in any form of human trafficking.

Child Labor

6. We strictly prohibit the use of illegal or exploitative child labor in our operations or responsible supply chain.
7. We prohibit the hiring of individuals under the age of fifteen (15) or the local legal minimum working age or the compulsory schooling age, whichever is higher. All workers in our operations and responsible supply chain must meet the minimum age to work as defined by the applicable local laws and regulations.

Working Conditions and Safety

8. We are committed to maintaining a workplace that protects the health, safety and wellbeing of our workforce members and visitors in compliance with all applicable health and safety laws and regulations.
9. We maintain systems and procedures to help ensure a safe and healthy working environment including the assessment and correction of occupational hazards.

Harassment and Discrimination

10. We encourage a diverse workplace that is free from discrimination, harassment and/or any other form of abuse.
11. We expressly prohibit any form of workforce member intimidation or harassment based on race, color, religion, sex, national origin, ancestry, citizenship status, age, disability, covered military or veteran status, uniformed service, sexual orientation, gender identity, gender expression, pregnancy status, genetic information or any other status protected by applicable federal, state or local law.
12. We prohibit harassment and abuse by our workforce members and others associated with Premier. Further, we also prohibit harassment and abuse of partners, suppliers, customers, members or other third parties by our workforce members.

Freedom of Association

13. We respect a workforce member's right to freedom of association, consistent with local laws.

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Working Hours, Wages and Benefits

14. We compensate our workforce members competitively relative to the industry and requires compliance with all applicable local laws and regulations governing the payment of wages and benefits including those related to minimum age requirements and overtime pay.

Land and Water Rights

15. We respect land rights and the rights of indigenous and local communities to give or withhold their free, prior and informed consent (FPIC) to operations on lands to which they hold legal rights.
16. We respect that all persons have a right to access safe and clean drinking water and sanitation.

Responsible Supply Chain

17. All third-party partners and suppliers are expected to uphold our high ethical and professional standards, including responsible business practices related to environmental stewardship, human rights, conflicts of interest and anti-corruption.

Reporting and Remedies

18. All workforce members have an obligation to uphold appropriate provisions of this Policy, our Code of Conduct, and all applicable laws, rules and regulations and report suspected violations.
19. Workforce members have several options to seek advice and report issues through one of our resources:
 - 19.1 The workforce member's manager
 - 19.2 Alan Sauber, Chief Ethics & Compliance Officer, 704.816.5253 or alan_sauber@premierinc.com
 - 19.3 Corporate Compliance at corporate_compliance@premierinc.com
 - 19.4 Human Resources at hrconsultingconfidential@premierinc.com
 - 19.5 The WorkSmart Integrity HelpLine via phone 800.254.5762, online at worksmartpremier.com or text 803.573.9656. The HelpLine is operated by an independent third-party that provides a 24/7, anonymous and confidential means of reporting suspected violations.
20. All reports will be managed and logged, and all allegations brought forward will be reviewed and addressed in a timely manner.

Consequences of Non-Compliance

21. A workforce member, or third-party partner and supplier who violates this Policy will face consequences up to and including, but not limited to, disclosure of the violation to government officials when required by law or contract and termination of employment or of the business relationship, as determined appropriate in the Company's discretion.
22. All violations will be reviewed in the discretion of the Company, and a resolution determined based on the facts of the situation.

Non-Retaliation

23. In conjunction with the *Non-Retaliation Policy*, Premier prohibits any retaliatory action against a workforce member who has made a good faith report of real or suspected incidents, violations, breaches, and/or noncompliance with Premier's policies and procedures, even if subsequent investigation proves the report to be unfounded. Those who make a report of their own potential violation may be disciplined or receive corrective action, if appropriate.

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24. Any workforce member found to have violated Premier's *Non-Retaliation Policy* is subject to disciplinary action, up to and including termination of employment.

Where to Go with Questions and Concerns

Contact the Chief Ethics & Compliance Officer or the Senior Director, Corporate Compliance with questions or concerns about this Policy. You can also access the Corporate Compliance department's webpage through the company intranet, Inside Premier.

In addition, you can always contact the WorkSmart Integrity HelpLine with any questions about a particular policy via phone 800.254.5762, online at worksmapremier.com, or text 803.573.9656. Remember that you will never face retaliation for asking a question or voicing a concern.