

	TITLE: Human Trafficking Policy	
	DATE CREATED: 09/17/2015	VERSION NUMBER: 2
	DATE OF LAST REVIEW: 09/01/2020	DEPARTMENT OWNER: Corporate Compliance

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

1. Purpose

To provide standards for a work environment that is free from human trafficking, forced labor and harmful child labor, and promotes ethical and lawful employment practices.

2. Scope

Applies to Premier, Inc. and controlled subsidiary companies (“Premier”) and S2S Global worldwide manufacturers.

3. Definitions

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

Harmful Child Labor – Consists of the employment of children that is economically exploitive, or is likely to be hazardous to, or interfere with, the child’s education, or to be harmful to the child’s health, or physical, mental, spiritual, moral or social development.

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.

POLICY

1. Premier has a zero-tolerance policy prohibiting trafficking in person.
2. Premier expects its employees and S2S Global worldwide manufacturers to adhere to the following standards.
 - 2.1 Will not use forced or compulsory labor, harmful child labor or slave labor.
 - 2.2 Will ensure that the overall terms of employment are voluntary.
 - 2.3 Will abide by all applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
 - 2.4 Will follow all applicable laws pertaining to the number of hours worked in a seven (7) day week.
 - 2.5 Will provide a safe and healthy working environment, including for any company-provided living quarters.
 - 2.6 Will respect employees’ right to freedom of association, consistent with local laws.
 - 2.7 Will encourage diverse workplace and provide a workplace that is free from discrimination, harassment and/or any other form of abuse.
3. Premier does not and will not permit its employees, S2S Global worldwide manufacturers or other entities doing business with Premier to engage in any form of human trafficking.

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4. Premier prohibits retaliation against anyone who files a complaint or reports a suspected violation of this Policy.
5. An employee or other party who violates this Policy will be subject to appropriate discipline by Premier, including, but not limited to, disclosure of the violation to government officials when required by law or contract, and termination of employment.
6. Any suspected violation must be reported immediately through Premier's WorkSmart Integrity HelpLine by visiting worksmartpremier.com, calling 800.254.5762 or texting 803.573.9656.
7. Employees may also report possible human trafficking violations to the Global Human Trafficking Hotline at 844.888.FREE (3733) or email help@befree.org.

Where to Go with Questions and Concerns

Contact Alan Sauber, Chief Ethics & Compliance Officer with your questions or concerns.

In addition, you can always contact the WorkSmart Integrity HelpLine with any questions about a particular policy by by visiting worksmartpremier.com, calling 800.254.5762 or texting 803.573.9656. Remember that you will never face retaliation for asking a question or voicing a concern.