

Cross Country Healthcare, Inc. is committed to ensuring work conditions that enable employees to thrive by promoting an environment that is healthy, safe and abides by fundamental entitlements.

We foster a sound, respectful, fair, and inclusive workplace and condemn all forms of unlawful and inappropriate conduct such as violence, discrimination, intimidation, harassment and any behavior that creates a hostile or coercive work environment.

### **Respect for Human and Labor Rights**

Respect for human rights is a core value of Cross Country Healthcare, Inc. We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, healthcare professionals, clients, suppliers, and vendors. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

This Policy is guided by international human rights and labor principles encompassed by the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, always subject to our Commitment to comply with the laws and regulations of the jurisdictions in which we operate.

This policy applies to Cross Country Healthcare, Inc. and its wholly-owned subsidiaries, its suppliers, vendors, and partners. To guarantee respect of human rights, we endeavor to perform appropriate due diligence to prevent, mitigate, identify, and address any undesired impact on human and labor rights in relation to our operations and chain of supply. We are equally invested in disclosing our efforts in this domain.

The Human Rights Policy is overseen by Cross Country Healthcare, Inc.'s Board of Directors, including its Chief Executive Officer.

### **Community and Stakeholder Engagement**

We recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from, and considering views as we conduct our business.

We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a range of stakeholders on human rights issues related to our business. This includes issues in our Company and across our value chain.

### **Diversity and Inclusion**

We value and advance the diversity, inclusion, and equality of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are 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, political opinion or any other status protected by

applicable law. The bases for recruitment, hiring, placement, development, training, compensation, and advancement at the Company are qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

### **Freedom of Association and Collective Bargaining**

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

### **Safe and Healthy Workplace**

Cross Country Healthcare, Inc. aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety issues and raising awareness on health and safety risks related to our business activities. We abide by safety and health laws and regulations and work in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Our comprehensive health and safety program goes beyond the workplace as we partner with employees to achieve both their physical and mental wellbeing. We endeavor to educate on health topics, create awareness, encourage, and facilitate health screening and offer a wealth of resources including support hotlines.

Cross Country Healthcare, Inc. remains vigilant of any natural disaster, wide spreading disease, hazard, or other disruption that could jeopardize the health and safety of its workforce. The Human Resources Department and Facilities team are tasked with developing tailored programs to identify, prevent and mitigate any related risks.

### **Workplace Security**

We are 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.

### **Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Human Rights and fundamental freedoms of all individuals must be advanced, nonetheless, we strive to raise awareness and promote the enjoyment of human rights of minorities, women and vulnerable groups and individuals whose particular circumstances subject them to exploitation or the abuse of their rights.

### **Child Labor**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required or where such employment is otherwise prohibited by law.

### **Work Hours, Wages and Benefits**

We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of any applicable collective bargaining agreements.

### **Healthy Lifestyles**

We are committed to providing information and programs to our employees to allow them the opportunity to achieve a healthy lifestyle.

### **Guidance and Reporting for Employees**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to compliance with applicable labor and employment laws wherever we operate. The Company also ensures employees are aware of the Human Rights Policy through training and an annual certification

process.

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management or Human Resources. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with the Company's Code of Business Conduct. This policy can be found via the Company's intranet website.

**Salient Human Rights Risks. Risk Prevention and Mitigation**

We acknowledge that salient risks that our activities and business relationships pose on human rights are related to workplace health and safety and fair and equitable pay and conditions of employment.

Cross Country Healthcare, Inc. has developed policies to drive health and safety values through its operations. Policies are applicable to vendors, suppliers and partners.

The department of Human Resources is tasked with monitoring health and safety issues and implementing support programs to address specific concerns in these areas. All employees are required to attend safety trainings, healthcare workers are required to complete pre-employment training on occupational hazards and safety.

Cross Country Healthcare and its subsidiaries are bound to review compensation packages across the enterprise on a regular basis to make sure the packages are fair and competitive.

**Public Reporting**

This Human Rights Policy and our human-rights commitments and efforts are reported to the public as part of our annual sustainability report.

*The Company reserves the right to amend this policy at any time.*

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