



AMN HEALTHCARE VENDOR CODE OF CONDUCT



At AMN Healthcare (AMN), we strive to be recognized as the most trusted, innovative, and influential force in helping healthcare organizations provide a quality patient care experience that is more human, more effective, and more achievable. We believe who we are as a company and team members, how we manage our businesses and how we partner with our clients, clinicians, team members, governments, communities and vendors matters and makes a difference. AMN has established organizational standards that are based on our Core Values, ethical business practices and regulatory compliance. AMN expects the organizations that we do business with to commit to operate in a compliant and ethical manner by adhering to AMN's Vendor Code of Conduct (Vendor Code). Our vendors include all companies and persons delivering products or services to AMN or any of our affiliates and subsidiaries.

COMPLIANCE WITH THE VENDOR CODE OF CONDUCT

While we acknowledge that every vendor operates independently, we do expect all of our vendors and their employees, agents, and subcontractors (collectively referred to as "Vendors") to adhere to this Vendor Code while conducting business with or on behalf of AMN. If there are differences between the Vendor Code and a Vendor's operational practices, our expectation is that we will agree with the Vendor on an acceptable level of performance and consistency and Vendor will actively strive to achieve the level of performance required by this Vendor Code. AMN is prepared to terminate business with Vendors that do not demonstrate the necessary progress to align their operations with our Vendor Code. We expect our highly-valued Vendors to self-monitor and demonstrate their compliance with this Vendor Code, and AMN may, at times, audit Vendors to confirm compliance.

REQUIRED BUSINESS PRACTICES

AMN expects our Vendors to commit to and comply with the commitments outlined below.

Legal and Regulatory Compliance

All Vendors must conduct their business activities in compliance with all applicable laws and regulations while conducting business with AMN.

Business Practices and Ethics

Vendors must conduct business interactions and activities honestly, ethically and with integrity. Vendors should not engage in any practices that may be perceived or, in fact, relate to corruption or bribery, including making payments or acceptance payments or other things of value to influence decision-making and obtain or maintain commercial benefits. They must also avoid actual conflicts of interest or the appearance of conflicts of interest.

Privacy and Data Protection

Vendors must comply with all applicable privacy and/or data protection and information security laws and regulations. We expect Vendors to protect confidential information and, where required, disclose how it is used and for what

purpose. Vendors must adopt and maintain processes to provide reasonable protections for personal, proprietary and confidential information, including information that they access, receive or process on behalf of AMN. Vendors should recognize that unauthorized use, sale or disclosure of such information may have personal, legal, reputational and financial consequences for the Vendor, the individuals whose personal information may be implicated, and for AMN.

Labor and Human Rights

AMN recognizes its responsibility to protect human rights and has adopted a Human Rights Policy to articulate our beliefs and practices. AMN expects Vendors to share its commitment to respect all human rights and to have similar policies and practices for all workers, suppliers and their supply chains, including migrant and temporary workers that address the topics below. AMN also has a zero tolerance policy against forced labor, child labor and human trafficking. We will not knowingly do business with any Vendor that benefits in any way from the trafficking or abusive treatment of workers.

Child Labor

Vendors must not employ child labor and should take the necessary preventative measures to ensure that they do not employ anyone under the applicable minimum age for employment.

Forced Labor and Human Trafficking

AMN does not tolerate slavery, forced labor, or human trafficking in any form. Vendors shall fully comply with all requirements of applicable slavery, forced labor and human trafficking laws and shall not engage in practices that are generally associated with forced labor or service for which the individual has not offered himself or herself voluntarily. In addition, Vendors must not engage in physical abuse or discipline, the threat of physical abuse, verbal abuse or other forms of intimidation.

Discrimination

Vendors must commit to a workforce and workplace free of harassment and unlawful discrimination. Vendors are expected to treat and reward employees on the basis of their qualifications, performance, skills and experience, and shall not discriminate on the basis of race, color, religion, national origin, cultural background, gender, age, disability, sexual orientation, or gender identity or any other protected status.

Wages and Benefits

Vendors must prohibit the use of misleading or fraudulent practices during the recruitment or employment process and must provide wages equal to or greater than the applicable minimum wage and associated statutory benefits. Workers shall be granted and correctly compensated for any types

of paid leave or time off to which they are legally entitled under applicable laws. In addition, workers should not be required to work in excess of the relevant legal limits on working hours, overtime hours and number of working days per week in the jurisdiction concerned.

Freedom of Association

Vendors shall respect employees' right to freedom of association, including the right to collectively bargain, consistent with local laws and ensure that all employee relationships are voluntary in nature. Vendors must establish and disclose procedures for employees to bring workplace concerns to the attention of management for appropriate resolution.

Housing and Living Conditions

When applicable, Vendors shall provide their employees acceptable housing conditions with reasonable levels of cleanliness, comfort and safety. Vendors must disclose, in a format and language accessible to the employee, basic information regarding the location of work, living conditions, and housing arrangements.

Health and Safety

Vendors must provide for a safe and healthy work environment for all employees that minimizes health and safety risks. Vendors are expected to comply with all applicable health and safety laws and regulations in the jurisdictions they operate, and develop and implement health and safety management practices in all aspects of their business.

Diversity, Equality and Inclusion

AMN is committed to fostering and maintaining a diverse team that reflects the communities we serve. We believe that diversity, equality and inclusion are social and economic imperatives and we look to Vendors to share this commitment. Vendors are expected to take proactive steps to provide opportunities to compete on a fair and equal basis for business. Vendors shall also maintain data necessary to complete our [Diverse Business Certification Form](#), which is collected and considered by AMN from all Vendors during their onboarding process and from time to time thereafter.

Environmental Protection and Sustainability

In addition to adhering to all applicable environmental laws and regulations, Vendors shall endeavor to reduce or eliminate waste of all types, including greenhouse gases, water, chemical and hazardous waste, by implementing, measuring and tracking appropriate conservation measures in its operations.

REPORTING VIOLATIONS

To report questionable behavior or a possible violation of this Vendor Code, Vendors are encouraged to work with their primary AMN contact to resolve their concern. If that is not possible or appropriate, please contact AMN through any of the following methods below:

- Phone: AMN's "Speak Up" reporting line at (866) 264-5474
- Email: Speak-UpDL@AMNHealthcare.com
- Mail: AMN Chief Legal Officer, 12400 High Bluff Dr., Suite 100, San Diego, CA 92130

AMN will maintain confidentiality to the extent possible and will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation of the Vendor Code.

The contents of this Vendor Code are additional to and do not in any way affect or prejudice any of AMN's rights and remedies under the relevant contracts with each Vendor.