

## **HUMAN RIGHTS POLICY**

At Select Medical, we provide an exceptional patient care experience that promotes healing in a compassionate environment. We achieve this mission through our commitment to the following core values:

- We deliver superior quality in all that we do.
- We treat others as they would like to be treated.
- We are results oriented and achieve our objectives.
- We are team players.
- We are resourceful in overcoming obstacles.

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.

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

### **DIVERSITY, EQUALITY, AND INCLUSION**

Select Medical's commitment to diversity, equality and inclusion is grounded in our core values. Select Medical is committed to the protection of the rights of women and minority groups. We create an environment where people of all backgrounds, ages, races, abilities, sexual orientations and generations can grow and thrive. Diverse voices lead to better outcomes and make us stronger as an organization. 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, 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 Select Medical is qualifications, performance, skills and experience.

We are committed to providing regular education and training on our cultural norms of respect, equity, empathy and compassion, including guidance on Select Medical'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. Select Medical 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**

Select Medical 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**

Select Medical works 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.

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

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

### **FREEDOM OF ASSOCIATION**

Select Medical 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 Select Medical's Board of Directors.

### **REPORTING VIOLATIONS OR CONCERNS**

Select Medical 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: (888) 823-8945.