



CODE OF ETHICS

Becker Health (BECKER) pledges its support of and adherence to the practices set forth below. BECKER acknowledges that such compliance is in the best interests of the staffing industry, its customers, and its employees.

- In order to assure the proper and ethical performance of its business and to maintain the confidence of the public and the customers of BECKER and its affiliates, we maintain high standards of honesty, integrity, confidentiality, impartiality and conduct, in order to avoid misconduct, conflicts of interest and the appearance of conflicts of interest.
- Making the Right Decision by showing Concern for what is right is our first consideration in all business decisions and actions that includes compliance with applicable laws and regulations, and maintaining high standards of ethical conduct in the operation of business and in our dealings with employees, customers, and competitors.
- BECKER is committed to conducting its affairs with fairness and equity and fostering a unique and inclusive culture by providing an accessible, safe, and respectful work environment that is free from harassment, discrimination, or violence.
- BECKER will review reports of Unacceptable Behavior in a fair and timely manner and respond in a way that respects confidentiality and privacy of the parties involved to the extent possible. No BECKER employee, Director or third-party worker shall retaliate against any employee, Director, or third-party worker who has reported Unacceptable Behavior.
- To treat all applicants and employees with dignity and respect, and to provide equal employment opportunities, based on bona fide job qualifications, without regard to race, color, religion, national origin, sex, age, disability, or any basis prohibited by applicable law.
- To maintain high standards of integrity in all advertising, and to assign the best qualified employees to fill customers' needs.
- To ascertain that employees are assigned to work sites that are safe, that they understand the nature of the work the customer has called for and can perform such work without injury to themselves or others, and that they receive any personal safety training and equipment that may be required.

- To take prompt action to address employee questions, concerns, or complaints regarding unsafe work conditions, discrimination, or any other matter involving the terms and conditions of their employment.