

Option Care Health Human Rights Policy

Option Care Health, Inc., together with its subsidiaries (collectively, "Option Care Health"), believes supporting human rights is core to advancing our mission to provide extraordinary care that changes lives and help make the health system work better for everyone. The basic principles of human rights align with our core values and our commitment to the highest standards of business practices and performance in all that we do. Option Care Health's commitment extends to respecting the human rights of all those with whom we engage and employ. The purpose of this Human Rights Policy (this "Policy") is to outline expectations of all Option Care Health operations regardless of geographical location related to our responsibility to uphold internationally recognized human rights. Option Care Health is committed to respecting human rights, dignity, and the diverse contributions of all individuals.

Scope

This Policy applies to Option Care Health and applies to everyone in the company including the Board of Directors and all team members when doing work for Option Care Health. This Policy also applies to our business partners, vendors and partners across our supply chain. Given our commitment to upholding and protecting human rights we will continue to look for ways to support the promotion of human rights within our sphere of influence.

Fostering human rights in our direct and indirect actions takes many forms:

- Consistent with the United Nations Guiding Principles on Business & Human Rights, OCH respects internationally-recognized human rights, and complies with all applicable laws that apply to our workforce.
- Option Care Health is committed to fair treatment of our employees and treat them with dignity and respect. Option Care Health subscribes to a policy of equal employment opportunity, making employment available without regard to race, color, religion, national origin, citizenship status according to the Immigration Reform and Control Act of 1986, sex, sexual orientation, age, disability, veteran status, or genetic information. In support of our commitments, employees are required to attest to and abide by a [Code of Business Conduct](#) as well as our internal employee handbook, outlining expectations around nondiscrimination, non-retaliation and sexual and other harassment. We are committed to maintaining safe, productive working conditions for its team members. Option Care Health strictly prohibits, and will not tolerate, trafficking in persons and any other form of slavery, including but not limited to, sex trafficking and/or labor trafficking. Globally, we adhere to similar protections consistent with applicable local and national laws. Our commitments are supported by robust resources and training on a variety of inclusion and diversity themes.
- Option Care Health is committed to upholding the fundamental human rights of patients. We recognize that every individual seeking healthcare services is entitled to dignity, respect, and quality care, regardless of their background, identity, or circumstances. Our commitment to patient rights is guided by the following principles:
 - **Right to Respect and Dignity:** Every patient has the right to be treated with respect, dignity, and compassion at all times. We uphold the inherent worth and autonomy of each individual, fostering an environment free from discrimination, harassment, or stigmatization.



- **Right to Privacy and Confidentiality:** Patients have the right to privacy and confidentiality in all aspects of their healthcare. We safeguard patient information and maintain confidentiality in accordance with applicable laws and regulations, ensuring that personal and medical information is handled with care and discretion.
- **Right to Informed Consent:** Patients have the right to make informed decisions about their healthcare. We respect patients' autonomy and ensure that they receive clear, understandable information about their diagnosis, treatment options, risks, and benefits, enabling them to make choices that align with their values and preferences.
- **Right to Quality Care and Treatment:** Patients have the right to receive timely, safe, and effective healthcare services of the highest quality. We are committed to providing evidence-based care, maintaining professional standards, and continuously improving our practices to enhance patient outcomes and experiences.
- **Right to Complaint and Redress:** Patients have the right to voice concerns, provide feedback, and seek resolution for any issues or grievances related to their care. We have [processes](#) in place to address patient complaints and grievances promptly, fairly, and transparently, ensuring that patients' voices are heard and their rights upheld.

Training and Reporting Concerns

Our team members are responsible for upholding the company's commitment to human rights across our business operations. We foster compliance with these policies through thorough training for all employees during our annual Code of Business Conduct review.

To ensure our respect of human rights, we endeavor to conduct reasonable due diligence to become aware of, prevent and address the adverse human rights impacts of our supply chain and our operations and to provide reasonable disclosure of our efforts.

At Option Care Health, we have various channels to report and address human rights concerns.

- Email the Compliance Team at OC-Compliance@optioncare.com
- Report using the Compliance Hotline
 - By phone: 844.279.8889
 - Online at: <http://www.optioncarehealth.ethicspoint.com>

Supplier Requirements

Option Care Health is committed to following human rights and labor laws and regulations and seeks business partners who do the same. All Vendors and Suppliers shall follow Option Care Health's [Vendor Code of Conduct](#).