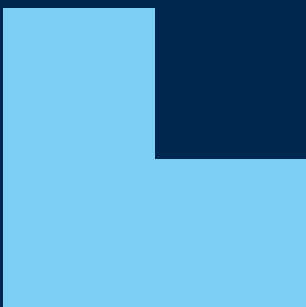


HUMAN RIGHTS POLICY



REDE *D'OR*
SÃO **JUÍZ**

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Policy of Human Rights

The Human Rights Policy of the RDSL, as well as its performance, are based on international commitments and references related to human rights issues, of which we highlight:

Institutional commitments:

- United Nations (UN) Global Pact

References:

- UN International Human Rights Charter - Universal Declaration of Human Rights;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- UN - Guiding Principles on Business and Human Rights;
- Voluntary Principles for Human Rights and Security;



- ILO - Fundamental Conventions of the International Labor Organization (Conventions 29, 87, 98, 100, 105, 111, 138 and 182);
- Performance Standards of IFC (International Finance Corporation);
- GRI - Global Reporting Initiative (GRI Standard Guidelines)

PROVISIONS AND GUIDELINES

Rede D'Or São Luiz is committed to promoting a corporate culture that embraces inclusion, diversity, innovation and growth, maintaining the highest ethical standards in the way it operates internally and externally.

Rede D'Or São Luiz's commitment extends to respect the human rights of all employees, clinical staff, patients, suppliers, third parties and society. Rede D'Or São Luiz follows all laws and regulations related to Human Rights, including:

- Forced labor / modern slavery;
- Minimum age for employment;
- Minimum wage;
- Work hours;
- Equal payment;
- Non-discrimination;
- Anti-moral and sexual harassment;
- Freedom of collective association.

We are committed to equal employment opportunities, without discrimination, and we are firm in our efforts to cultivate a diverse and inclusive work environment for all. In support of our commitment, employees are required to sign and obey to the Code of Conduct which contains issues related to human rights.



Action Guidelines

Monitoring and Management of Human Rights Risks

Even when our ability to influence is limited, we are committed to collaborating with stakeholders with employees, suppliers (contractors), partners, customers, patients, communities, governments and society to contribute to actions to raise awareness and promote human rights.

Employees

We provide decent working conditions and seek to promote educational actions that enable the professional and personal growth of employees. We maintain a safe and healthy work environment. We respect and value diversity and promote inclusion, not tolerating discrimination or harassment of any kind, including moral or sexual. We respect freedom of association and collective bargaining in all areas of activity, in accordance with applicable local laws. We prohibit the use of child labor or any type of employment practice that may be interpreted as equivalent to forced or compulsory labor.



Security teams (employees and contractors)

Our risk assessments for security requirements include risks related to human rights violations. We select employees and contractors and strictly monitor, considering previous experience, technical capacity and emotional stability.

Suppliers

We seek to disseminate respect for human rights in our value chain, including the adoption of contractual clauses and supporting documentation of legal compliance. Suppliers must also ensure the selection of business partners that operate within labor law and ethical standards compatible with the premises of our Code of Conduct.

Community

We seek to know the territories where we operate or intend to operate. We seek to establish a continuous process of engagement with communities and management of socio-cultural, economic and environmental impacts. We also seek to contribute to sustainable local development by promoting initiatives in the areas of education, cultural heritage, urban development and sports. We promote human rights awareness actions, with special attention to the eradication of forced and child labor and the promotion of the rights of children and adolescents - with specific efforts to combat the sexual exploitation of minors in the vicinity of our projects in the implementation and operation phase.

Governments

We obey the laws and regulations of the locations where we operate and cooperate with the authorities for the respect and promotion of internationally accredited human rights.

Communication and complaint mechanisms

Acting with ethics, seeking the continuous improvement of the relations between the company and the different audiences with which it interacts are values that guide the corporate decisions of Rede D'Or São Luiz.

The Code of Conduct of Rede D'Or São Luiz, launched in 2009, establishes the ethical principles that guide the conduct of employees in their relationship with customers, suppliers, competitors and other audiences.

Whistleblowing Channel

Available to all stakeholders of Rede D'Or São Luiz for confidential and secure communication of any complaints regarding the violation of the Code of Conduct, as well as the statutes, policies, procedures, regulations and standards. The Whistleblowing Channel for receiving reports of violations of conduct, **is available 24 hours a day, seven days a week, by phone or via the internet (on the web portal or by email).**

Telephone: 0800 377 8031

Web Site: <https://canalconfidencial.com.br/canalconfidencial/>

E-mail: canaldedenuncias@rededor.com.br

We ratify that any and all records related to noncompliance with the Code of Conduct, which includes the issues contained in this policy, must be made through the Whistleblowing Channel.

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