

## HUMAN RIGHTS & MODERN SLAVERY POLICY

### PART 1

This section details the intent, purpose, and objectives of Prescient's human rights policy statement and provides links to resources that outline the internationally recognized Human Rights that this policy seeks to support. .

#### 1. OVERVIEW

This Human Rights & Modern Slavery Policy document supersedes all other policies relating to Prescient's position supporting the human rights of all internal and external stakeholders and our commitment against modern slavery. This document is applicable to all employees and contractors of Prescient Healthcare Group globally.

This policy will be reviewed annually with changes to each version tracked to capture policy evolution.

#### 2. STATEMENT OF INTENT

Human rights are inherent rights for all internal and external stakeholders, regardless of their colour, language, nationality, national or ethnic origin, religion, sex or any other status. Prescient's Human Rights Policy sets out its commitment to respect human rights by having processes in place to identify, prevent, mitigate and account for how we as a company address our human rights impacts. Our Human Rights Policy provides us with a structure and approach to develop effective management systems to mitigate human rights risks whilst promoting positive human rights impacts.

#### 3. PURPOSE OF POLICY

This Human Rights Policy sets Prescient's position with regard to its commitment to respecting internationally recognized human rights. As social impact is an area of growing importance to all of Prescient's stakeholders, the policy ensures that human rights are upheld across the company's operations, its supply chain and in its business relationships. Prescient respects the human rights of all stakeholders, including but not limited to employees, supply chain workers, community members and clients directly and indirectly affected by its operations.

#### 4. POLICY OBJECTIVES

Prescient's policy is aligned to the [United Nations \(UN\) Global Compact](#), and we commit to respecting human rights in line with the [United Nations Guiding Principles on Business and Human Rights](#) and the [Organisation for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#). Prescient complies with national law wherever we operate. Where national and international human rights standards conflict, we comply with national requirements whilst promoting international standards. As part of our human rights commitment:

- We avoid adverse human rights impacts resulting from our business by respecting the rights enshrined

in the International Bill of Human Rights [Universal Declaration of Human Rights](#) and the [International Labour Organisation \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)

- We seek to protect individuals and/or groups who are vulnerable to the adverse impacts of our direct and indirect operations on the basis of their age, disability, ethnicity, gender, gender identity, indigenous identity, marital status, migrant status, linguistic group, nationality, sexual orientation, religion and other characteristics protected by international instruments and national laws
- We promote positive human rights impacts by aligning to and supporting the delivery of the [UN Sustainable Development Goals \(SDGs\)](#) (see *Prescient's Environmental, Social and Governance (ESG) Policy* for further details)

## 5. POLICY STATEMENT

Prescient's Human Rights Policy has been approved by its Board of Directors and is overseen by its ESG Committee. The Human Rights Policy outlines the core standards and expectations Prescient has established for all personnel associated with the company. Prescient's Human Rights Policy is incorporated into the company's Global Code of Conduct and applies to all employees and representatives, regardless of their job or position. This includes all full-time and part-time employees, temporary employees, independent contractors, direct suppliers, indirect suppliers and business partners performing related activities and services.

Prescient works to uphold and respect human rights by identifying, addressing and monitoring actual and potential adverse and positive impacts, cooperate in the remediation of negative human rights impacts, and communicate its annual progress. To meet its policy objectives, we:

1. Embed human rights due diligence across business operations, policies and processes.
2. Assess and identify our potential and actual human rights risks and impacts on an annual basis, including salient human rights risks in our direct and indirect operations
3. Prevent and mitigate adverse human rights risks.
4. Monitor the effectiveness of human rights policies and processes.
5. Communicate our human rights performance to internal and external stakeholders.
6. Provide access to remedy through accessible effective grievance mechanisms.

## PART 2: ARRANGEMENTS FOR HUMAN RIGHTS DUE DILIGENCE

This section details how Prescient implements the aims set out in the human rights policy statement above to ensure there are adequate due diligence measures in place to identify, manage and remediate salient risks.

### 1. HUMAN RIGHTS RISK/IMPACT ASSESSMENT

We conduct ongoing due diligence across our business, supply chain and business relationships through ESG risk assessments to improve our understanding of our human rights risks and the effectiveness of our existing policies and processes. The output of these processes is integrated into our business planning and decision-making considering the environment, human rights, public health and the communities where we operate. We seek to align our business goals with respect for people and the planet.

## 2. GOVERNANCE

While the ESG Committee is responsible for advising and guiding Prescient in upholding its human rights commitments, promoting and respecting human rights is the responsibility for all operational functions at Prescient, including Compliance, Talent and Procurement. The Board of Directors holds accountability for the delivery of Prescient's human rights commitments as human rights performance is embedded in the performance management scorecards of our directors.

### 2.1 ROLES AND RESPONSIBILITIES

This table below shows Prescient's human rights responsibilities across different roles and functions.

Stakeholder	Responsibilities
<b>Board of Directors</b>	<ul style="list-style-type: none"> <li>• Be ultimately responsible and accountable for ensuring the implementation of the Human Rights Policy</li> <li>• Review human rights performance regularly in Board meetings</li> <li>• Communicate human rights commitments, responsibilities and requirements across Prescient</li> <li>• Promote and champion human rights commitments</li> <li>• Ensure adequate resources are available to meet human rights commitments</li> </ul>
<b>ESG Committee</b>	<ul style="list-style-type: none"> <li>• Be responsible for implementing the Human Rights Policy with support from the Compliance and Talent teams</li> <li>• Report to the Board on human rights performance and provide guidance for continuous improvement</li> <li>• Ensure human rights recommendations from audits, employee engagement, supplier engagement and other channels are incorporated into improving existing policies and practices</li> <li>• Provide technical advice and guidance to other business functions (e.g., Talent, Procurement)</li> <li>• Act as the liaison with external stakeholders on human rights issues</li> </ul>

<b>Compliance and Talent Teams</b>	<ul style="list-style-type: none"> <li>• Monitor and report on human rights performance in Prescient's direct and indirect operations</li> <li>• Liaise across different business functions to ensure the implementation of the Human Rights Policy</li> <li>• Conduct and report on Prescient's human rights risk assessment and provide annual updates</li> </ul>
	<ul style="list-style-type: none"> <li>• Engage with suppliers on the Human Rights Policy (e.g., conducting pre-contractual screening)</li> <li>• Train internal and external stakeholders on the Human Rights Policy as it relates to their roles</li> </ul>
<b>Procurement Teams</b>	<ul style="list-style-type: none"> <li>• Maintain a high-level understanding of Prescient's Human Rights Policy</li> <li>• Ensure that human rights risks assessments are incorporated in the pre- and post-contractual screening of suppliers</li> </ul>

### 3. STAKEHOLDER ENGAGEMENT

We engage and consult internal and external stakeholders on our human rights risks and impacts in addition to our human rights performance. We work with stakeholders such as clients, suppliers and business partners to advance our human rights commitments.

### 4. AWARENESS AND CAPACITY BUILDING

To raise awareness and build a culture of respecting human rights throughout our direct and indirect operations, we conduct annual human rights awareness sessions to increase understanding and familiarize our business with our commitments, interventions and action plans.

Prescient is committed to engaging its suppliers through training and capacity building to ensure that they uphold the principles set out in the Global Code of Conduct.

### 5. REPORTING

We track any identified violations of the human rights policy and these are reported in our monthly ESG report to the Board and in an annual statement published on our website.

### 6. GRIEVANCE MECHANISMS AND ACCESS TO REMEDY

Prescient takes any suspected violations of its Human Rights Policy seriously. We encourage all stakeholders to report any concerns of actual or potential violations through our Whistleblower Mailbox, [speakup@prescienthq.com](mailto:speakup@prescienthq.com).

Reports received will be reviewed and addressed appropriately, confidentially, and fairly by our Talent, Compliance or Leadership Team dependent on the nature of the report and escalated to the ESG Committee and the Board as appropriate.

## 7. REMEDIATION

If Prescient finds that it has caused or contributed to negative human rights impacts, it will engage actively in remediation, for example, working with suppliers or local community groups to address the issues identified in an appropriate and do-no-harm way.

## 8. CONTRACTORS

As part of its supplier management process, Prescient assesses likely risk to human rights when assessing relationships with suppliers and other contractors. Prescient commits to:

- Ensuring that contractors and their subcontractors understand and have appropriate policies to guarantee workers' human rights and labor standards
- Requiring contractors to comply with all Prescient rules, policies, and procedures
- Reporting any human rights or labor standard incidents either in its own operations or across its value chain as required

Prescient's Code of Conduct outlines expectations for suppliers (see Appendices section).

## PART 3: FOCUS HUMAN RIGHTS AREAS

Prescient has reviewed its business practices and processes to identify risks that may have an impact on our direct and indirect operations:

### 1. DISCRIMINATION

Prescient does not tolerate any form of discrimination in our operations. Prescient upholds the right that everyone is entitled to equal and inclusive working conditions and environment, regardless of sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, or other status. Prescient actively promotes the rights of groups vulnerable to adverse human rights impacts through our Employee Relations Groups. *See also: Global Code of Conduct, Diversity Policy*

### 2. PRIVACY

Prescient endeavors to protect personal data and respect the right to privacy. Prescient has published policies describing how personal information is collected and processed for specific and legitimate processes only. All company employees are trained in our Information Security and Data Privacy Policies. *See also: Global Code of Conduct, Information Security and Data Privacy Policies*

### 3. MODERN SLAVERY

We are opposed to all forms of slavery. We are committed to the abolition of working conditions

constituting modern slavery including bonded labor, debt servitude, forced labor, human trafficking, indentured labor, state-imposed forced labor, prison labor, and any form of work performed involuntarily and under the menace of any penalty or coercion through the use of violence and intimidation. We set clear expectations to contractors and suppliers not to use forced, prison or compulsory labor and no payment of recruitment fees by workers. We expect contractors and suppliers to respect freedom of association and collective bargaining; to provide a safe, secure, and healthy workplace; and the provision of wages and benefits that meet or exceed the national legal standards. Our contractors and suppliers should provide workers with whistleblowing mechanisms where grievances related to the above topics can be reported confidentially.

#### 4. CHILD LABOR

Prescient agrees that child labor is an infringement of fundamental human rights. We are determined to ensure that children have the opportunity to grow in safe and healthy environments where education is prioritized. Prescient prohibits the use of labor by anyone under the legal working age in its direct and indirect operations.

#### PART 4: REVIEW OF THE POLICY

Prescient's Human Rights policy is reviewed regularly and is amended to reflect any changes in law or practice. Prescient's ESG Committee monitors this policy annually.

Version	Date	Comment	Owner
1.0	06/2020	Reviewed	Nick Denison-Pender, Victoria Muir
2.0	11/2022	Reviewed and refreshed	Victoria Muir, Courtney Carlson, Stephen Harrison

**Appendix 1: Other Relevant Policies**

This Human Rights & Modern Slavery Policy sets forth a vision of Prescient's commitments to human rights across its direct and indirect operations. It should be read, however, in conjunction with other existing policies. The following documents provide additional details on how Prescient adheres to and implements its Human Rights & Modern Slavery Policy:

- Environmental, Social and Governance Policy – A set of guidelines that details our approach to sustainability and our responsibility for the environment, our people and our broader communities.
- Global Code of Conduct – A set of guidelines or principles for business practice that establish ethical standards for business, employee and supplier conduct, including the respect for human rights in Prescient's direct and indirect operations
- Diversity Policy – A policy setting out Prescient's commitment to non-discrimination in line with international human rights instruments