Human Rights Statement

For Centene, the commitment to transforming the health of the communities we serve, one person at a time, extends far beyond healthcare: it is intrinsically a recognition of the fundamental rights and dignity of all human beings. With uncompromising integrity, we seek through our employees, our members, and the communities we serve to actively foster a culture of respect for every human being.

Centene is committed to upholding the highest ethical standards and meeting all applicable laws and regulations wherever we operate. Centene complies with all labor and employment laws in the countries in which we operate, including those with respect to wage and hour regulations and employee working conditions. Working hours are monitored to ensure that non-exempt employees are paid overtime in accordance with regulations. Centene recognizes the right of employees to engage in concerted activity for mutual aid and protection. Where Centene has a collective bargaining obligation with a labor organization, we meet that obligation in compliance with applicable labor law.

In addition to following applicable laws, our company practices and policies reinforce our commitment to equal employment opportunities, equal pay for equal work, annual paid time off, an inclusive and non-discriminatory workplace, community reinvestment, anti-corruption, fair hiring practices, a code of ethics and business conduct, as well as workplace safety.

Our expectation of integrity extends to those we do business with as does our commitment to human rights. Centene expects all who do business with us to operate in a manner consistent with our defined values. Centene and its affiliates are unequivocally committed to supporting the International Bill of Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

At Centene, we believe in conducting our business affairs in accordance with the standards and rules of ethical business conduct, which includes zero tolerance for the denial of basic human rights. We will take appropriate action if we become aware that any party to our business transactions is denying basic human rights. Per our policy, denied human rights include, but are not limited to, the following:

- a lack of access to food, water and/or sanitation;
- human trafficking;
- forced labor;
- child labor;
- discrimination;
- other illegal and/or unethical activities.

If anyone internal or external to Centene becomes aware of violations or has concerns, they should submit a report to the Centene Ethics and Compliance Helpline (www.centene.ethicspoint.com). U.S.-based employees may call 1-800-345-1642 (toll-free, operated by independent third party). Reports are confidential and may be made anonymously.

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