

Chemed Corporation Human Rights Policy

Chemed Corporation and its subsidiaries (collectively, “Chemed”) maintains a commitment to preserving and promoting the fundamental rights of others, as reflected in our commitment to labor and human rights. Our policies, practices, and procedures are built around the recognition that our work must reflect the highest possible standards of ethical business conduct and all employees are treated with respect and dignity.

Chemed management is committed to ensure the continuing development and implementation of our policies that affect labor and human rights and will continue to regularly evaluate those policies.

Policies on Business Ethics

Chemed’s “Policies on Business Ethics” help guide the conduct of each employee of Chemed, reflecting our standards of business ethics, basic values, and principles. The Policies, which are available on our website, provide guidance on topics from conflicts of interest, disclosure and controls, clawbacks, legal compliance, improper payments and bookings (including with respect to giving or receiving payments for the purpose of improperly influencing a business decision, or to a government official to assist Chemed in obtaining, retaining, or directing business), and antitrust issues. Additionally, the Policies provide methods for reporting violations of the Policies, forbidding retaliation against those who in good faith report violations, and providing that violations of the Policies may result in disciplinary action and possible termination.

Employment Standards

In furtherance of its labor and human rights policies, Chemed endeavors to comply with all laws relating to employment and payment of its workforce, and to react quickly to remedy any violations that may occur. Specifically, Chemed is committed that:

- It will not use forced or child labor;
- It will comply at a minimum with all applicable wage and hour laws and regulations in all locations that it conducts business;
- It will comply with legal limits to working time;
- It will maintain policies that prohibit discrimination and harassment in the workplace and require treatment of employees with respect and dignity; and
- It will respect the legal rights of its employees to join (or not) worker organizations, including labor organizations.

Chemed strives to establish favorable employment conditions, to promote positive relationships between employees and managers, to facilitate employee communications, and to support employee development.

Humane Treatment

Harsh or inhumane treatment of workers, including harassment or abuse, is unacceptable in any context. Chemed and its subsidiaries have adopted and will continue to provide for policies and employee handbooks that explicitly prohibit these behaviors and provide employees with access to redress in the event that they in good faith feel these policies have been violated.

Wages and Benefits

Our remuneration shall be consistent with the provisions of all applicable wage laws, including those relating to minimum wage, overtime hours, and legally mandated benefits. Workers must be paid regularly, in full and on time. Deductions from wages as a disciplinary measure or unauthorized deductions are not permitted. Vacation time, leave periods, and holidays are consistent with applicable laws and regulations and our own internal policies.

Nondiscrimination and Diversity

Chemed is committed to diversity in its workforce and encourages equality of opportunity and fairness, as stated in the Equal Employment Opportunity policy, available on our website, which provides, in part that employment and consideration for employment “is based on a policy of merit and equal opportunity for all qualified persons without regard to race, religion, color, national origin, sex, age, disability, sexual orientation, gender identity, citizenship status, military status, or veteran status.”

Chemed acknowledges that an effective equal opportunity program requires the support of all team members. In this regard, every employee is required to accept personal responsibility for ensuring the continued success of the Company’s equal opportunity commitments.

Chemed is committed to maintaining policies for the protection of the rights of women and minority groups and we expect our suppliers and vendors to also uphold these basic human rights and beliefs. We will recruit, hire, and promote employees solely based on suitability for the job.

Freedom of Association and Collective Bargaining

Chemed recognizes and respects the right of workers to be represented by trade unions or other employee organizations and the freedom of employees to establish or join an organization of their choice. We will not make employment subject to the condition that a person not join a union or terminate membership in a trade union.

Communication and Concerns and Appeals Mechanisms and Channels

Chemed makes available to all employees channels for suggestions and complaints to management, as well as for reporting harassment or other violations of policies. Additionally,

Chemed provides access to a hotline for reporting concerns anonymously. Chemed does not tolerate threats or acts of retaliation against any employee for reporting a concern or suspected violation. Additional communication channels are available for third parties to report concerns or suspected violations, including anonymously.