



Equal Employment Opportunity Policy

R1 Policy Number	Department	Last Review Date	Next Review Date
POL-US-CORP-HR-014	Human Resources	August 12, 2019	August 12, 2021

OBJECTIVE

R1 RCM Inc. (hereafter “R1” or “the Company”) is committed to the principles of equal employment opportunity (EEO) through the enforcement of this Equal Employment Opportunity Policy (hereafter “the Policy”). R1 is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this Policy to effectuate these principles and mandates.

SCOPE

This Policy applies to all R1 U.S based Workforce Members.

DEFINITIONS

1. **R1 Workforce Member:** An individual who is a full-time or part-time Associate, Contractor, Vendor, or Subcontractor engaged (directly or indirectly) to perform services for R1.
2. **Associate:** An individual who has been hired by R1 and employed to perform work or services under the direct control of R1.
3. **Contractor/Subcontractor:** An individual who has been employed by a third-party to perform work or services under the indirect control of R1.
4. **Vendor:** A person or entity that (a) currently conducts business with R1, (b) is an active candidate to provide R1 with products or services, or (c) may reasonably be viewed as a potential provider of goods or services to R1 even if, at present time, the individual or entity is not engaged in negotiations or a candidate in the vendor selection process.

POLICY

General Policy:

All qualified individuals have equal opportunity to express interest and be considered for available positions.

R1’s practices and employment decisions, including those regarding recruitment, hiring, assignment, promotion, compensation, benefits, training, discipline, and termination shall not be based on any person’s age, color, national origin, citizenship status, physical or mental disability, medical condition, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state, or local law. Discrimination based on sex or gender may vary based on the applicable state or local law and may include, for example, discrimination based on gender identity (including transgender identity, pregnancy, childbirth or related medical conditions, and gender stereotyping). Furthermore, R1 is committed to providing a workplace (any Company-owned or leased property including Company vehicles and parking areas, sites of Company-sponsored events, and any client location while on Company business) free from harassment based on any of the foregoing protected categories.

R1 gives fair consideration to all qualified individuals with disabilities and affords all associates and applicants opportunities for advancement according to their individual abilities without regard to any disability. No opportunity for hire, advancement, or any other condition of employment will be diminished through discriminatory practices. In accordance with applicable law, the Company will also reasonably accommodate qualified individuals with disabilities. Requests for a reasonable accommodation should be submitted to the respective Human Resources Business Partner.



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R1 forbids retaliation against anyone for reporting discrimination, registering a complaint pursuant to this policy, assisting in making such a complaint, participating in an investigation, filing a charge of discrimination, or otherwise pursuing his/her rights under applicable law. Anyone experiencing or witnessing any conduct he or she believes to be discriminatory, harassing, or retaliatory should immediately report it to their manager, a member of management, a Human Resources representative, or you may raise your concern via the EthicsPoint Hotline, anonymously if you wish.

AUDITING & COMPLIANCE

Compliance with this Policy is subject to audit and monitoring as warranted. R1 Associates who violate these policies and procedures or any applicable federal or state law or regulations may be subject to disciplinary action, up to and including termination of employment in accordance with R1's policies.