



India - Equal Employment Opportunity Policy

R1 Policy Name	India - Equal Employment Opportunity Policy
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1.0 Executive Summary – Summary of Key Policy Highlights

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”).

2.0 Purpose

R1 is an equal opportunity employer. In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is the purpose of this Policy to effectuate these principles and mandates.

3.0 Scope

This Policy applies to all R1 RCM Workforce Members in India across all legal entities.

3.1 Definitions

R1 RCM Workforce: All full time employees of R1 RCM and applicants who are/ may be offered positions at R1 RCM India.

4.0 Policy

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

4.1 General Policy

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.

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 the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, it is the Company’s Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment is provided to persons with disabilities to perform their respective roles. The Company will build systems and processes to ensure:

- Appropriate facilities and amenities are provided to persons with disabilities to enable them to effectively discharge their duties in the establishment.
- The HR Department will ensure a Liaison Officer is designated to oversee the provision of required facilities / amenities including the process of recruitment for persons with disabilities.
- The Liaison Officer shall be part of the Human Resources Department reporting to the Head of Human Resources of the Company.
- A Grievance Redressal mechanism for addressing the matters related to the employment of persons with disabilities is available.
- No opportunity is denied to persons with disabilities, merely on ground of disability.

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.

5.0 Exceptions

None.

6.0 Training

R1 is dedicated to compliance with all state and federal laws and regulations, and will educate and train the R1 Workforce regarding these laws and regulations. R1 Workforce Members are expected to be aware of all internal Company policies, which are made readily available on PolicyTech for all applicable employees to review.

7.0 Applicable Federal & State Laws/Standards

Law	▪ Rights of Persons with Disabilities Act, 2016
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8.0 Related Company Policies

Company Policy	▪ Non-Harassment Policy
Company Policy	▪ Whistleblower and Anti-Retaliation Policy

9.0 Authority/Ownership/Approver

The Head of HR has full authority/ownership of this Policy.

10.0 Revision History and Approval				
10.1 Revision History				
Revision History/Publish Date	Version	Author(s)	Reviewer(s)/Approver(s)	Brief Summary of Updates/Revisions
12/1/2019	1	Ankita Ajmani	Prerita Singh / Swati Khandelwal	Creation of Policy
10.2 Periodic Review				
This Policy will be reviewed, at a minimum, every three years and as needed to reflect current laws and regulations.				

11.0 Sanctions for Non-Compliance
11.1 Compliance Measurement
<ol style="list-style-type: none"> Compliance with this Policy is subject to audit and monitoring at any time by both internal and external parties. Any deviations from this Policy may be communicated to R1 and client leadership and may result in action items issued to the Policy owner.
11.2 Non-Compliance
<ol style="list-style-type: none"> R1 Workforce Members who violate these policies and procedures or any applicable federal or state law or regulations will be subject to disciplinary action, up to and including termination of employment, in accordance with R1's policies. These sanctions also apply to R1 Workforce Members who fail to report a known violation. All R1 Workforce Members will cooperate fully with investigations of potential violations. Any attempt to prevent or dissuade other R1 Workforce Members in their efforts to report a suspected problem or violation is strictly prohibited and shall be cause for disciplinary action. Any form of retaliation against an individual reporting or investigation incidents or violations is also prohibited and shall be cause for disciplinary action. R1 Workforce Members are required to stay up-to-date on all training and education requirements in order to maintain compliance with all applicable laws, regulations, and internal policies.