

HUMAN RIGHTS POLICY

At InfuSystem, we believe that everyone is unequivocally entitled to human rights, and we respect those set forth in the [United Nations Guiding Principles on Business and Human Rights](#) and the [Universal Declaration of Human Rights](#). InfuSystem acknowledges that companies have a responsibility to promote these principles, and we strive to do so through our policies and practices at every InfuSystem place of operation. InfuSystem's position on human rights is detailed in this policy and also in various policies in our Employee Handbook.

These policies have been put in place to protect human rights within our company and are exemplified in the inclusive way we treat each employee. All employees are held to the same standards, and we continually seek to positively influence the human rights actions of our business partners, suppliers and vendors.

Our Commitment to Our Employees and Our Expectations

InfuSystem takes pride in the fact that it follows all laws and regulations that affect our employees, specifically laws and regulations addressing labor, modern slavery, minimum age for employment, minimum wage thresholds, compensation and benefits equality, maximum work hours regulations, non-discrimination, anti-harassment and freedom of association.

In conjunction with our own company standards, we abide by all laws (at the federal, state and local level). We consider ourselves a diverse and inclusive workplace, committed to equal employment opportunities without discrimination. In support of our standards of excellence and commitment to human rights, employees are required to attest to and abide by the Employee Handbook, including a comprehensive Code of Conduct and Business Ethics Policy that outlines InfuSystem's expectations around all practices tied to human rights. As we continue to expand internationally, InfuSystem pledges to adhere to these principles and employee protections consistent with applicable local and national laws.

InfuSystem has an unwavering commitment to promoting a healthy and safe work environment where risk is reduced to prevent employee injuries, and contingent plans are in place to address unsafe situations when they arise.

It is our commitment to continuously foster an environment where open communication is encouraged and where employees feel comfortable expressing ideas and sharing concerns and issues without fear of consequences or retaliation. Employees are encouraged to report concerns to any member of the executive team or through our confidential reporting process outlined in our Code of Conduct & Business Ethics Policy.

Expectations of External Partners, Suppliers and Vendors

At InfuSystem, we expect our suppliers and vendors to share our respect for human rights. Our commitment to human rights extends beyond purely our own operations and applies to every person who does business with our company. We seek to uphold those rights throughout our supply chain by setting expectations with our suppliers that are in line with our own values. If we come across suppliers that do not follow basic human rights, principles or values, we will discontinue business with them.

Training

Our employees engage in between eight and ten hours of online and classroom training annually that reinforces our company's values, ethics and compliance expectations broadly but also is topic-specific. One hundred percent of our employee base undergoes this training, along with acknowledging our Code of Conduct and Business Ethics Policy contained within the Employee Handbook. We also utilize surveys to obtain direct feedback from our employees on company culture, leadership, opportunities, learning and development, wellness and communication. All training programs are reviewed frequently for impact and inclusivity.

Stakeholder Involvement

InfuSystem reviews our company policies with the Board of Directors annually to update and refine our approach to supporting human rights within our company. The Board of Directors is held to the same human rights standards as every other member of the company and adheres to the policies found in our company's Human Rights Policy.

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