



## Human Rights Statement

DaVita strives to be a community first and a company second. Our Trilogy of Care calls on teammates and stakeholders to care for our patients, each other and our world. This philosophy drives us to be better corporate citizens and underpins our commitment to human rights.

### Our Commitment

DaVita conducts its worldwide business and operations in accordance with the highest standards of integrity and ethical practice and in a socially responsible manner.

DaVita is committed to respecting and upholding internationally accepted conventions on human rights as stated in the International Bill of Human Rights and the United Nations Global Compact. We believe in equality and the power of diversity, and we are committed to fostering an environment of belonging where all of our teammates, patients and partners are treated with respect and dignity. Our commitment to integrity, ethical business practices, community, caring, team, diversity, equality and belonging are reflected in the DaVita global Code of Conduct. The guidance provided by our Code empowers us to do the right things, the right way. It is meant to help us make the right choices in our daily work and in our long-term strategy. All DaVita teammates are held accountable for upholding the standards set forth in the Code of Conduct, and DaVita expects the same high standards of our suppliers, vendors and contractors, and of any other party with whom DaVita does business.

DaVita complies with all applicable laws wherever we do business, and is committed to following the principles set forth in applicable international standards including:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development

### Guiding Principles

#### *Fair labor practices*

DaVita is committed to fair labor and wage practices in compliance with applicable laws and regulations across its worldwide business operations. All employment within DaVita is voluntary and DaVita recognizes the rights of our teammates to make informed decisions, and to form, to join or not to join a labor union without fear of reprisal, intimidation or harassment.

### *Child labor*

DaVita supports the eradication of all forms of child labor. DaVita does not use child labor in any of its operations globally. DaVita follows child labor laws and is committed to ensuring it does business only with suppliers and contractors who demonstrate the same level of commitment to the eradication of child labor.

### *Forced labor and human trafficking*

DaVita does not condone any aspect of forced or compulsory labor. DaVita is committed to ensuring that it does not do business with suppliers, vendors or contractors who do not take active steps to ensure that their business and supply chain are free of any forced labor or human trafficking activities.

### *Discrimination and equal employment opportunity*

DaVita is committed to creating a sense of belonging and a workplace that is diverse and free of unlawful discrimination or harassment. Our policy and practice is to treat all applicants and teammates in a fair and non-discriminatory manner without regard to race, color, national origin, age, disability, gender, gender identity/expression, sex, sexual orientation, religion, marital status, veteran status, or any other protected status or characteristic. DaVita is an equal opportunity employer and bases employment decisions solely on merit by considering qualifications, skills and achievements.

### *Community*

As a socially responsible corporate citizen, DaVita takes its role in the community very seriously. We respect the human rights of all of our local communities worldwide and strive to be a force for positive change within them. DaVita is committed to improving the quality of life in our communities. From our headquarters in Colorado to other locations around the nation and in other countries, our teammates participate in a number of local service projects, outreach initiatives, charitable contributions and sustainability efforts that are having a positive impact on a growing number of lives.