

# Human Rights Policy

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Tactile Medical supports and respects human rights by utilizing our company values as the framework for everything we do. This includes adhering to quality standards, helping caregivers provide quality care, advocating for our patients, and managing all relationships with respect, honesty, and authenticity.

These values are incorporated into our business practices by:

- Prohibiting human trafficking
- Complying with laws and regulations relating to human rights and fair labor standards
- Providing a safe work environment for our employees
- Committing to diversity, equity, and inclusion

Tactile Medical prohibits human trafficking-related activities for the safety and wellbeing of our patients, employees, and downstream partners in our supply chain. This includes, but is not limited to:

- Engaging in any activity or business involving trafficking of any persons
- Procuring commercial sex acts
- Using any form of forced or coerced labor
- Intentionally misleading individuals during recruitment or hiring processes regarding terms of employment, benefits, compensation, etc.

The company complies with federal and state regulations regarding prevention of human trafficking by:

- Providing required notice of federal and state laws as applicable
- Evaluating risk in the supply chain using the Supplier Profile Form and the Supplier Evaluation Procedure
- Auditing suppliers as appropriate
- Requiring significant suppliers to comply with Tactile Medical's Supplier Code of Conduct
- Maintaining internal policies and procedures addressing human trafficking prevention and reporting mechanisms
- Protecting against physical and mental punishment of workers
- Respecting workers' rights to associate freely
- Providing employee training
- Protecting workers from unlawful discrimination

Tactile Medical is committed to diversity, equity, and inclusion. We prohibit discrimination based on sex/gender, sexual orientation, gender identity, age, national origin, disability, race, religion, marital status, protected veteran status, and other characteristic or classification protected by law as outlined in our Antidiscrimination Policy and the Employee Handbook.

Tactile Medical supports a fair and safe work environment by complying with minimum age, wage, overtime compensation, and maximum working hour requirements established by law and abiding by appropriate and relevant safety standards. We provide employees workplace safety training, maintain a safety committee to address concerns, complete ongoing evaluations, document workplace injuries, and identify potential improvements to enhance safety to ensure safe working conditions. We seek to work with businesses and individuals who share the commitment to these values.