



Accolade Human Rights Statement

Accolade's mission is to empower people through expertise, empathy, and technology to make the best decisions for their health and well-being.

Accolade's Commitment to Human Rights in General

This mission includes Accolade's commitment to conducting business in an ethical and responsible manner. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Accolade seeks to operate in compliance with all applicable laws wherever we do business.

At Accolade, respect for human rights is a core part of our business as a personalized health company. We are committed to the protection and preservation of human rights around the world. Our commitment to human rights is reflected in the culture and values that guide our company and is reflected in our policies and actions toward our employees, suppliers, clients and the communities and countries where we do business.

We strive to create an environment where all individuals are respected. We do not tolerate corruption, discrimination, harassment, forced or child labor or slavery in any form. We are committed to an inclusive, safe and ethical workplace as demonstrated within our Code of Conduct, Equal Employment Opportunity Statements, and our other human resources policies.

Our human resources policies require compliance with all federal and local laws concerning employment and individuals' rights in every country in which we operate. We work with our communities and our suppliers to encourage cultural, economic and social development. We believe that, through our actions, and our purpose we can be an influence within the areas we touch and reach to cause of Human Rights.

Human Rights within our Sphere of Influence

We also strive to foster safe, inclusive and respectful workplaces wherever or with whomever we conduct business with. We expect the same commitment from those third party individuals and entities that we work with, both in the U.S. and abroad, and we have implemented policies and procedures to further such commitments from our third party service providers.