

## Maximus Human Rights Principles

Respect for human rights is an important component of the global business of Maximus. Our approach to human rights is people-focused and always evolving. We respect cultural and regional differences while maintaining our commitment to respect individuals' rights, and continually listen to and learn from our employees, clients, and other stakeholders.

Keeping in mind that specific national and local policies also exist and may apply, these principles apply to all Maximus employees and consultants worldwide. Maximus also expects those doing business with, for, or on behalf of Maximus anywhere in the world to abide by this Policy.

Respecting human rights means more than simply following particular rules or laws. Being aware of and considering human rights means making a shared commitment to hold each other accountable to the highest standards of business conduct.

The principles set forth in this Policy are further supported by the Maximus [Standards for Business Conduct and Ethics](#), which all Maximus directors, officers, employees and consultants must follow.

### Our Commitments

Maximus is committed to human rights in every aspect of its business around the world. This commitment includes respecting the dignity and value of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of individuals, and providing all individuals with equal opportunities.

Specifically, Maximus recognizes its responsibilities regarding, among other things, complying with all relevant laws related to:

- Workplace health and safety
- Prohibition of forced and child labor
- Anti-harassment and anti-discrimination
- Freedom of association
- Hours and wages
- Employee privacy

Maximus respects international human rights principles aimed at promoting and protecting human rights, including the United Nations Global Compact, the United Nations Guiding Principles on Businesses and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Each employee and consultant of Maximus is responsible for ensuring compliance with the human rights principles. Employees and consultants are encouraged to discuss any issues with their supervisor, or with our human resources or legal departments, or to report to our 24-hour confidential Maximus Ethics Hotline.

## **Key Contacts**

Maximus offers many ways for employees or consultants to ask questions, discuss issues, or report concerns.

When in doubt, you can always contact the Corporate Compliance Officer who will handle your question or forward it to the right person.

### Manager/Direct Supervisor

This is your best contact for workplace issues. We maintain an “open door” culture whereby you are always welcome to meet with your manager/direct supervisor.

### Key Contacts by Country

Visit pages 23 – 25 of the Maximus [Standards for Business Conduct and Ethics](#) to view key contact information based upon your geographic location.

Maximus prohibits retribution or retaliation against anyone who, in good faith, reports suspected human rights violations in good faith.

Maximus will take remedial or disciplinary action against anyone who violates the standards and related laws.