

Molina Healthcare Human Rights Policy

Molina is committed to conducting business in a manner that respects the human rights of all people. Our commitment to human rights is guided by federal, state and local laws governing human rights, the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Diversity, Equity and Inclusion

Molina is committed to cultivating a workforce that represents diversity of thought and experience, one that is equitable and that fosters inclusive behaviors. The Company's commitment to diversity includes, but is not limited to, its practices and policies, recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, and other employment decisions. Molina strives to embed these values of diversity, equity and inclusion into our culture and overall work environment.

Freedom of Association

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. We are aligned with the International Labor Organization (ILO) and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor and any form of human trafficking. We support, follow, and abide by labor laws and regulations, including those that address child labor, forced labor, and human trafficking. With respect to child labor, Molina follows the ILO labor standards outlined in Convention Nos. 138 and 182.

Workplace Health and Safety

Molina maintains a comprehensive health and safety program that governs all aspects of our business. We continually focus on the health and safety of our employees and their physical workplace conditions and provide a robust safety training program. With our employees' health and safety in mind, we continue to have most employees work from home to limit occupancy to essential workers. More information can be found in our Occupational Health and Safety Policy.

Wages and Benefits

We compensate employees competitively and relative to the industry and local labor markets, and in accordance with all applicable wage, work hours, overtime and benefit laws.