

Supplier Code of Conduct

Molina Healthcare conducts its business with an unwavering commitment to compliant and ethical conduct. Our Code of Business Conduct and Ethics (“the Code”) provides a detailed roadmap to that commitment. The Code was expanded in 2020 to apply to subcontractors, vendors, and other stakeholders. It is the absolute expectation that we conduct business in accordance with applicable laws, rules, and contract requirements, as well as ethical business practices and professional practices. We hold our suppliers to the same standards.

In addition, we expect our suppliers to have appropriate Environmental, Social and Governance (ESG) policies and practices in place to operationalize their environmental, social, and governance aims. This Supplier Code of Conduct outlines those policies Molina encourages its suppliers to adhere to when providing services or products to Molina.

Company Policies:

- Code of Business Conduct and Ethics
- Human Rights Policy
- Environmental Policy

Human Rights

Molina is committed to supporting the protection and advancement of human rights in our business and throughout our supply chain. We strive to conduct our business in ways that seek to respect, protect, and promote the full range of human rights, such as those described in the United Nations Universal Declaration of Human Rights.

Our position on this is reflected in our Human Rights Policy. We expect our suppliers to have appropriate policies and practices in place that apply to their employees and supply chains, including an equal employment opportunity policy.

Environment

Molina is committed to adopting environmentally responsible business practices and working to lower our carbon footprint. We encourage our suppliers to implement policies and measures that aim to reduce the environmental impact of their operations. Suppliers must abide by all federal, state, and local environmental laws and regulations.

Our commitments to the environment are reflected in our Environmental Policy.

Freedom of Association

Molina expects suppliers to recognize and respect the right of their employees to form or join trade unions of their own choosing and to bargain collectively.

Working Hours

Molina expects its Suppliers to provide adequate working conditions to all workers. Suppliers are expected to comply with all applicable wage and hour labor laws and regulations governing employee compensation, benefits and working hours.