



HUMAN RIGHTS POLICY

Respect for Human Rights

Respect for human rights is a fundamental value of Cross Country Healthcare, Inc.

We strive to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our relationships with our employees, healthcare professionals, clients, suppliers and vendors. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

This Policy is guided by international human rights principles encompassed by the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, always subject to our commitment to comply with the laws and regulations of the jurisdictions in which we operate.

This policy applies to Cross Country Healthcare, Inc. and its wholly-owned subsidiaries. The Company also expects its vendors to respect human rights.

The Human Rights Policy is overseen by Cross Country Healthcare, Inc.'s Board of Directors, including its Chief Executive Officer.

Community and Stakeholder Engagement

We recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from and considering views as we conduct our business.

We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a range of stakeholders on human rights issues related to our business. This includes issues in our Company and across our value chain.

Cross Country Healthcare, Inc. Human Rights Policy (cont.)

Diversity and Inclusion

We value and advance the diversity, inclusion and equality of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation and advancement at the Company are qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Cross Country Healthcare, Inc. Human Rights Policy (cont.)

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required or where such employment is otherwise prohibited by law.

Work Hours, Wages and Benefits

We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws. We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of any applicable collective bargaining agreements.

Healthy Lifestyles

We are committed to providing information and programs to our employees to allow them the opportunity to achieve a healthy lifestyle.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to compliance with applicable labor and employment laws wherever we operate. The Company also ensures employees are aware of the Human Rights Policy through training and an annual certification process.

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management or Human Resources. The Company will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with the Company's Code of Business Conduct. This policy can be found via the Company's intranet website.

Public Reporting

This Human Rights Policy and our human-rights commitments and efforts are reported to the public as part of our annual sustainability report.

The Company reserves the right to amend this policy at any time.