

## ENVIRONMENTAL POLICY

### Respect for our environment

Cross Country Healthcare, Inc. is committed to guarantee a clean, safe and healthy workplace for its employees and to preserve the environment of the communities it serves by monitoring and mitigating any undesired effect of its business activities.

We firmly believe a safe and sustainable environment is vital for the enjoyment of all human rights and endorse the right to clean water as a fundamental entitlement.

This policy applies to Cross Country Healthcare, Inc. and its wholly owned subsidiaries and governs the organization's operations and supply chain.

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

### Environmental strategy

Cross Country Healthcare Inc.'s environmental strategy consists of the:

- Development and expansion of an environmental policy that reflects the organization's commitment.
- Observance of legal requirements and adoption of best environmental practices.
- Identification of salient risks that the business activities and partnerships pose to the environment.
- Scrutiny and disclosure of use of water and energy (renewable/non-renewable sources) and generation of waste and carbon emissions.
- Engagement of strategic stakeholders and suppliers to continuously improve the efficiency and sustainability of business activities.
- Assembly of an Environmental Committee tasked with fostering a culture of environmental responsibility among employees, vendors, contractors, suppliers and customers.
- Launch of environmental objectives, targets and programs.
- Review of the established environmental program and assessment of its progress and need for adjustments.

### Salient risks that pose a threat to the environment

The core of Cross Country Healthcare Inc.'s business is total talent management including strategic workforce solutions, contingent staffing, permanent placement and consultative services for healthcare customers. Our organization does not conduct any form of raw material extraction, processing or manufacture of materials or products, and it does not utilize hazardous materials or generate hazardous waste.



Nonetheless, we acknowledge that certain areas of our business activities have an impact on the environment and identify the following salient risks:

- **Energy and water use.** Energy and water are required to support the facilities and office equipment utilized by Cross Country Healthcare, Inc. headquarters and remote workforce.
- **Waste output.** Waste output is mainly derived from the use of energy, water, office supplies and electronics.
- **Emissions resulting from travel and commute.** Cross Country Healthcare, Inc. employees travel to worksites all around the United States and corporate employees commute to headquarters, when not working remotely.

Cross Country Healthcare, Inc. is committed to regularly monitor and review new risks and opportunities related to our environmental footprint.

#### **Environmental program**

Our environmental program aims to:

- Build sustainability into our operations
- Minimize generation of waste materials and recycle when feasible
- Use water and energy responsibly and reduce energy use to mitigate carbon emissions
- Ensure consultation and engagement with our suppliers, vendors and partners
- Instill an environmental respect culture across our organization, raising awareness of opportunities to reduce environmental impacts within and beyond the workplace
- Mitigate natural disaster impacts related to climate change

#### **Disclosure and transparency**

We are steadfast in the communication and disclosure of our environmental impact and engagement efforts.

We firmly believe that ongoing measurement, assessment, and transparency will lead to mitigation of our environmental impact.

Our annual Corporate Social Responsibility Report, in alignment with the Global Reporting Initiative (GRI), discloses energy consumption and energy intensity, water withdrawal by source, indirect energy emissions, waste type and disposal method and compliance with environmental laws and regulations.

#### **Stakeholder Engagement**



We aim to integrate environmental considerations into our business processes and encourage our vendors, suppliers and partners to act accordingly.

We recognize the importance of empowering employees to be agents of change in the workplace and in their communities.

We endeavor to dialogue with local, state and national organizations dedicated to protecting the environment and align our efforts with them.