

U.S. Physical Therapy, Inc.
Human Rights & Supplier Policy Statement

U.S. Physical Therapy, Inc. (the “Company”) is committed to engaging in business based on a foundation of integrity and ethical conduct. We recognize the important role that the Company has in respecting and fostering the expansion of human rights through our business operations, and through our engagement with our employees, business partners, suppliers and customers.

The Company recognizes that compliance with international norms for protecting human rights is both a positive social good and also represents sound business practice. The Company will strive to incorporate a commitment to human rights into its business operations, and to understand the impacts of its business on the rights of people.

Our Employees

Our human rights policy applies to all employees of the Company, as well as independent contractors.

The Company is committed to supporting our employees and respecting their fundamental rights at work.

- The Company will not employ forced or indentured labor, and will not tolerate or condone human trafficking or other coerced labor in any part of its organization or business relationships.
- The Company will not tolerate discrimination or harassment against anyone based on race, color, religion, gender, gender identity or expression, marital status, age, disability, veteran status, sexual orientation, national origin, citizenship, or other suspect classifications.
- The Company complies with all local minimum age laws and requirements and will not utilize child labor.
- The Company strives to protect our personnel from harassment and any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances, threats of physical harm or violent behavior, and use of discriminatory slurs or inappropriate remarks or comments.

The Company understands that in addition to its efforts, it is also the responsibility of every employee to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, in accordance with this policy statement. If any employee observes or learns of any violation of the policy or any statutory or regulatory requirements, the employee should report the violation immediately to their manager, the Human Resources office; or the General Counsel's office.

The Company promptly investigates any reports of harassment, discrimination, or workplace violence and take corrective action as needed. No employee will face any retaliation or other adverse consequences for reporting a concern or allegation in good faith. Retaliation is prohibited by Company policies and may result in disciplinary action, including termination of employment or affiliation with the Company.

Our Business Partners and Suppliers

The Company is committed to fostering and expanding human rights through relationships with its business partners and suppliers. We expect our business partners and suppliers to treat their own employees fairly and comply with local laws and regulations. We expect those in our supply chain to oppose forced labor and human trafficking.

Implementation and Information

The Company is committed to a policy of transparency in the implementation of its human rights standards. The Company reviews potential business partners and suppliers to assess, identify, and prevent actual and potential adverse human rights impacts. Employees and other stakeholders are actively encouraged to raise any questions or concerns they have about our human rights program with the management team.

Governance

The senior management team, with support from the offices of the General Counsel and the Director of Human Resources, is ultimately responsible for the implementation of the Company's commitment to human rights.