

Environmental Health & Safety Policy

Humana is committed to providing a workplace that promotes health and safety, encourages responsible stewardship of the environment, and advances our dream to help people achieve lifelong well-being. This commitment is part of our ongoing Corporate Social Responsibility efforts to ensure that every business decision we make reflects our dedication to improving the health and well-being of our members, our associates, the communities we serve, and our planet. In fulfillment of this commitment, Humana will:

- Comply with or exceed requirements of federal, state, and local statutes, regulations, and standards that protect health, safety, and the environment.
- Establish robust, scientifically-sound standards and best practices that promote health, safety, and environmental sustainability.
- Implement a Safety Management System to manage and continually improve the policies, procedures, and processes that directly impact health, safety, and the environment.
- Promote and maintain a work environment in which all associates accept personal responsibility for their own safety and actively intervene to ensure the safety and well-being of others.
- Establish specific metrics to measure our adherence to these environmental health and safety principles and provide meaningful information about our performance to our internal and external stakeholders.

Each business unit is responsible for allocating adequate resources to implement this policy and participating in the Safety Management System. Associates, contractors, and vendors are responsible for integrating sound environmental, health, and safety practices into their everyday activities, and acting in a manner that supports health, safety, and the environment.

This policy will be reviewed annually and updated as needed.

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