

Policy Title: Modern Day Slavery Policy	Effective: 4.1.2023 Approved: 3.29.2023 Dates Reviewed: Dates Revised:
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Policy Owner: Senior Vice President of People and Culture	Group Owner: People and Culture
Associated Forms:	Associated Policies/Guidelines:
Training Required (Y/N): N	Communications Required (Y/N): Y
Training Owner: N/A	Communications Owner: Director of People and Culture
If training required, to whom, how delivered, and when: N/A	If communications required, to whom, how delivered, and when: To all employees through the employee handbook upon onboarding. To all suppliers, contractors and business partners at enactment and upon material revision on Company website.

PURPOSE: To establish a clear statement of the Company’s stance on Modern Day Slavery.

SCOPE: Applies to all employees, as defined below, of the Company, as term is defined below.

DEFINITIONS: **Employees-** Would include all individuals and entities employed or contracted by Company.

Company - Advanced Medical Management, LLC and its related entities including Multi-Specialty Health Care, LLC, Excelsia PA, PLLC, MSHC PA, PLLC, MDDE Chiropractic, LLC, and MDDE Medical, LLC, which would include Multi-Specialty Health Care Centers, Injury Care Centers, Tri-County Pain Management Centers, and Steel City Injury Centers

Modern Day Slavery- the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

POLICY:

The Company has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. The Company is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Company may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.

PROCEDURES:

You must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your manager or the Compliance Officer as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager, HR, or the Compliance Officer.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager, HR, or the Compliance Officer.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Company is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using the Grievance Procedure or with the HR department.

REVIEW: This Policy shall be reviewed no less than annually.

ATTACHMENTS: None

RIGHT TO REPORT

Nothing in this Policy is intended to prohibit a Covered Person from reporting possible violations of federal or state law or regulation to any governmental agency or entity, including, but not limited to, the Department of Justice, the Equal Employment Opportunity Commission, the Securities and Exchange Commission, the Congress, and any agency Inspector General, or making other disclosures that are protected under the whistleblower provisions of federal or state law or regulation. A Covered Person does not need the prior authorization of the Company to make any such reports or disclosures and is not required to notify the Company that such Covered Person has made such reports or disclosures.