

Purpose	To codify Amwell's respect and recognition of human rights.
Applicable Parties	Amwell's employees, partners, and suppliers.
Effective Date	August 1, 2023
Policy Oversight	General Counsel
Related Policies	Code of Business Ethics & Conduct, Supplier Code of Conduct, Non-Discrimination and Non-Harassment Policy, Equal Opportunity Employer
Review Cycle	Annual
Last Reviewed	January 2024
Last Modified	January 2024

American Well Corporation

Human Rights Policy

Adopted August 1, 2023

1. Overview

As a leading digital care delivery platform for healthcare's key stakeholders, American Well Corporation and its subsidiaries (collectively, "Amwell" or the "Company") are committed to the protection and advancement of fundamental human rights. Developed to align with Amwell's [Code of Business Conduct & Ethics](#) and [Supplier Code of Conduct](#), this Human Rights Policy ("the Policy") reflects our commitment to adhering to international standards such as the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. This Policy applies to all Amwell operations and extends to include Amwell's partners and suppliers. This Policy shall be periodically reviewed by Amwell and may be amended or modified at the discretion of the Company.

2. Equality & Nondiscrimination

Amwell is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religious creed, national origin, sex, gender identity, sexual orientation, genetic information, disability, pregnancy or a condition related to said pregnancy including, but not limited to, lactation or the need to express breast milk for a nursing child, ancestry or status as a veteran. Amwell complies with applicable state and local laws governing nondiscrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. Any such discrimination, harassment, or infringement upon these rights will not be tolerated by the Company.

3. Prohibition of Harassment

Amwell expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status, or any other category protected by applicable federal, state or local law.

4. Working Conditions & Freedom of Association

Amwell is committed to providing fair labor and employment practices. The Company abides by all applicable labor laws and regulations where it has operations and recognizes the rights of workers to freedom of association and collective bargaining. Amwell is committed to providing a safe work environment and expects all employees, contractors, and suppliers to comply with all applicable health and safety laws and regulations.

5. Forced Labor, Child Labor, and Human Trafficking

Amwell strictly prohibits and is opposed to the use of child labor, forced labor, and any work that is exacted from any person under the threat of penalty or for which the person has not agreed in exchange for a fair wage.

6. Right to Water

Amwell understands that clean freshwater is becoming increasingly scarce and is committed to respecting water as a fundamental human right.

7. Stakeholder Involvement

As responsible members of the international business community, Amwell is committed to being an active proponent for

human rights in the communities where we live and work. Amwell believes in engaging with stakeholders, both internal and external, and welcomes input into the development of this policy, its implementation, and evaluation of effective outcomes of this policy's implementation.

To ensure that this policy is understood and respected, we conduct human rights and code of conduct trainings with all employees and leadership annually.

For any questions regarding this Human Rights Policy or the expectations it sets forth, you can contact our Amwell Legal Team at legal@amwell.com