

<b>DEPARTMENT:</b> Ethics and Compliance	<b>POLICY DESCRIPTION:</b> Code of Conduct
<b>PAGE:</b> 1 of 1	<b>REPLACES POLICY DATED:</b> 2/11/98, 11/1/00, 4/15/03, 1/1/06, 1/1/09, 3/9/11, 3/1/12, 9/1/13, 1/1/18, 9/1/18, 1/1/19, 1/20/20
<b>EFFECTIVE DATE:</b> January 1, 2025	<b>REFERENCE NUMBER:</b> EC.004
<b>APPROVED BY:</b> Ethics and Compliance Policy Committee	

**SCOPE:** All Company-affiliated facilities, including but not limited to, hospitals, ambulatory surgery centers, home health agencies, physician practices, and all Corporate departments.

**PURPOSE:** To establish an effective date for the Code of Conduct and require an annual consideration of possible revisions to the Code of Conduct.

**POLICY:**

1. The Code of Conduct is effective as of January 1, 2025 and supersedes the version effective January 1, 2020.
2. Each year by December 15, the Ethics and Compliance Department will conduct a review of the content of the Code of Conduct to determine whether any revisions are necessary.

**REFERENCES:**

Code of Conduct.