



Human Rights Statement

As a global company with strong values rooted in Community and Heart, **we have a commitment to the global community and each other to act as a trusted neighbor and uphold individual human rights.** As stated in our Code of Conduct, we treat everyone with respect and dignity and base all employment decisions on merit, experience and personal aptitude. We expect all employees to conduct business in a manner that demonstrates responsibility and accountability for upholding human rights. We do not discriminate on the basis of race, creed, color, religion, political affiliation, national origin, gender, age, disability, marital status, sexual orientation, gender identity, citizenship status or any other status protected by law.

At Adtalem Global Education, **we recognize the dignity of all human beings and we embrace the rights for all people to live their lives free from social, political, or economic discrimination or abuse.** This includes taking steps to prevent underage labor or modern slavery across the globe. In addition, we are committed to ensuring compliance with all applicable laws and mandatory industry standards related to regular working hours and overtime compensation. Pay terms, working hours, and health and safety conditions shall be fair and reasonable and comply at a minimum, with the higher of either applicable laws or industry standards. We have conducted, and will continue to conduct, our business consistent with the human rights policy expressed in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labor Organization's Declaration on Fundamental Principles and rights at Work.

As part of our team-based culture at Adtalem, **we believe in working with business partners who share our commitment to upholding human rights.** Our business partners – including our suppliers, vendors, representatives, and agents – represent us in the marketplace. Therefore, we hold our business partners to the same standards and expect them to adopt and adhere to our values. In order to ensure that we, as a company, and our partners uphold our commitment, we routinely reevaluate our practices, and our partners' practices, through the Adtalem Board of Directors' External Relations Committee. We embrace our responsibility to engage with our partners to address and remedy adverse impacts, and we seek to assist in the implementation of respecting human rights through training and engagement.