

HealthTrust Code of Conduct

EQUAL EMPLOYMENT OPPORTUNITY

HealthTrust is committed to providing an inclusive work environment where everyone is treated with fairness, dignity and respect at all levels of the organization. We are accountable to one another for the manner in which we treat each other and for the manner in which people around us are treated. We are committed to recruiting and retaining a staff reflective of the communities we serve. We strive to create and maintain a setting in which we celebrate cultural and other differences and consider them strengths of the organization. HealthTrust is an equal opportunity workforce and no one shall discriminate against any individual with regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, genetic information, veteran status or any other status that is protected under the laws of the applicable jurisdiction, with respect to any offer, term or condition of employment. We make reasonable accommodations to the known physical and mental limitations of qualified individuals with disabilities.

PARTICIPATION IN HEALTHTRUST EVENTS

HealthTrust regularly presents and sponsors educational activities and conferences for the benefit of its members and others. It may raise revenue for itself by offering exhibition booth space or sponsorship opportunities at such events to suppliers that have a national contract available to all HealthTrust members at the time of the event. All participating suppliers must be charged a like amount for like opportunities (except that reduced prices may be offered at HealthTrust's discretion pursuant to its Community Supplier Development Program). No supplier can be required to participate and its decision on whether to do so will have no impact on any contracting, contract renewal or other HealthTrust business decision. If, in connection with such an event, a supplier offers a meal or entertainment that is available only to HealthTrust colleagues, it is considered a business courtesy and subject to the limitations and reporting requirements as set forth in HealthTrust policies and procedures. A meal or entertainment at a HealthTrust event may not be offered by a supplier solely or primarily for a HealthTrust advisory board or its members, to avoid providing special access to HealthTrust decision-makers at HealthTrust events. Product samples that may be distributed by a supplier at such an event are not considered gifts subject to our business courtesies policy. All such samples received by HealthTrust must be used for product evaluation and documented per HealthTrust's product evaluation process and may not be taken for personal use. If a physician (or other potential source of patient referrals to healthcare facilities of HealthTrust members) is participating in a HealthTrust event as a speaker, panelist or advisory board member or providing other support, a written agreement is required and other requirements as set forth in HealthTrust's policies and procedures must be met.

Supplier Business Relationship Statement

Community Supplier Development

HealthTrust has a long-standing commitment to building, maintaining and developing business relationships with a broad base of suppliers to help ensure our supplier base reflects the communities they serve.

The Community Supplier Development Program provides an opportunity for businesses that are small, disadvantaged, women-owned and/or veteran-owned (SWVEs) to compete for contracts for products and services for HealthTrust members. HealthTrust also advocates for suppliers to have their own internal programs that support SWVEs

Practices and Issues that HealthTrust Supports

A HealthTrust contract may be awarded single source, dual source, multi-source, optional or SWVE status. HealthTrust members are uniquely committed to the HealthTrust contracting portfolio, which eliminates the inefficient and costly requirement of suppliers soliciting market share facility by facility. However, HealthTrust typically includes a “carve out” provision in its agreements with its suppliers, notwithstanding the status of the award (sole, dual, multi-source, optional or SWVE). These carve outs allow HealthTrust to contract with other suppliers to further certain goals that are desired by and beneficial to our membership. For example, HealthTrust and its members believe that new technology, environmental goals, and a breadth of supplier opportunities should be fostered. HealthTrust strives to include in its portfolio suppliers who offer benefits or advancements in these areas.