

CORPORATE SOCIAL RESPONSIBILITY REPORT



2020



A LETTER TO OUR STAKEHOLDERS

For everyone in our local and global communities, and particularly within the healthcare industry, 2020 was a year of unprecedented challenges. Our society has been stressed and torn by a pandemic, racial injustice, and political divisiveness. This tested AMN Healthcare in how we continue serving the healthcare community while fulfilling our corporate social responsibility goals and advancing our mission amidst a turbulent environment. Such precarious times are the defining moments for organizations and people to reveal their true characters and elevate their impact. This is true today more than ever before in AMN Healthcare history and in most of our lives.

Even through the hardships and loss of 2020, I feel a great deal of pride for the entire team at AMN Healthcare. They responded to the unparalleled national demand for healthcare professionals caused by the pandemic with a company-wide mobilization to get clinicians to COVID-19 hotspots as quickly as possible. At the same time, the AMN team continued to make progress in our responsibilities to the communities where we work and live. Most of us feel as if we have trained our entire careers to serve during this unexpected multitude of crises, and we are honored to be able to do our part for our country and our communities.

Our COVID-19 response was a critical part of our business strategy and community commitment in 2020. With the need for healthcare professionals reaching historic levels during the pandemic, AMN Healthcare placed nearly 50,000 nurses, physicians, allied, and other professionals at hospitals and other facilities. Many of our nurses and other clinicians selflessly traveled to multiple pandemic hotspots on consecutive assignments. Our telehealth and other technology solutions became vital for healthcare organizations and schools to pivot

and deliver critical healthcare services in a virtual environment. Our corporate staff achieved incredible feats in sourcing, recruiting, credentialing, placing, and onboarding clinicians to get them where they were needed most. The result was the most extensive and critical mobilization of healthcare professionals in our company's history, which helped provide care to patients who needed it most.

Though the pandemic dominated public attention, 2020 also was a year when national problems of racial and social injustice were exposed. Justice and equity are fundamental to AMN Healthcare core values of trust and respect and are critical elements of our company culture; we constantly work for improved diversity and equity in the workplace, marketplace, and community. In 2020, we put these values into action, exemplified by the AMN Diverse Business Pledge, a financial support and mentoring initiative for minority-owned businesses that pays the costs for Minority Business Enterprise certification and assists with developing business opportunities from certification. Our investment helps advance socioeconomic equity for communities historically impacted by racism, while also improving our supplier diversity.

There are many other ways AMN advanced diversity, equality, and inclusion during 2020, including requiring unconscious bias and sensitivity training for all team members, and commemorating Juneteenth with an additional floating holiday for our team members to take any day off that they choose. Our most important pursuit of diversity, equality, and inclusion may be our dynamic internal policies for diversity in hiring and promotion, seeking not only inclusion in our workforce, but also equity throughout the company from entry-level to leadership. We are dedicated to inclusive

representation based on gender, sexual orientation and identity, ethnicity, disability, veteran status, and age. We support this inclusive environment through our seven Employee Resource Groups, which engage approximately 29% of our workforce. These employee resource groups offer professional and personal development opportunities as well as educational events on important topics.

Also noteworthy, AMN Healthcare achieved 56% female representation on our board of directors, putting us in the top 2% among all publicly traded companies and in the highest level for the healthcare industry.

AMN believes that civil engagement will create a stronger, more cohesive society, strengthening our mission and commitment to diversity, equality, and inclusion. In 2020, AMN increased our commitment and support to nonprofits that represent these values and were chosen directly by team members to support social justice initiatives in our communities. Due to the global pandemic, we had to suspend our annual medical and community development mission to Guatemala, a mission that has directly served more than 20,000 people. However, we continued our financial and logistical support and continuity in medical care and education to the people we have served there.

AMN continues to advance our commitment to communities, strong corporate governance, and social responsibility in 2020 by adopting a more robust process to evaluate and report on environmental, social, and governance risks and opportunities, followed by action that will lead to greater success.

While there were many heroes who helped save lives in 2020, we can never forget that many precious lives were

lost, and families torn apart by tragic events. At AMN Healthcare, we join everyone in grieving and mourning those lives lost to disease and to racial injustice. But amidst such horrible loss, we also found that our work in helping to heal the nation mattered more than ever before. AMN made a difference in 2020 – the most important year for our company. This fuels our perseverance to do more to make a positive impact in 2021 and beyond.

Sincerely,



Susan R. Salka
Chief Executive Officer

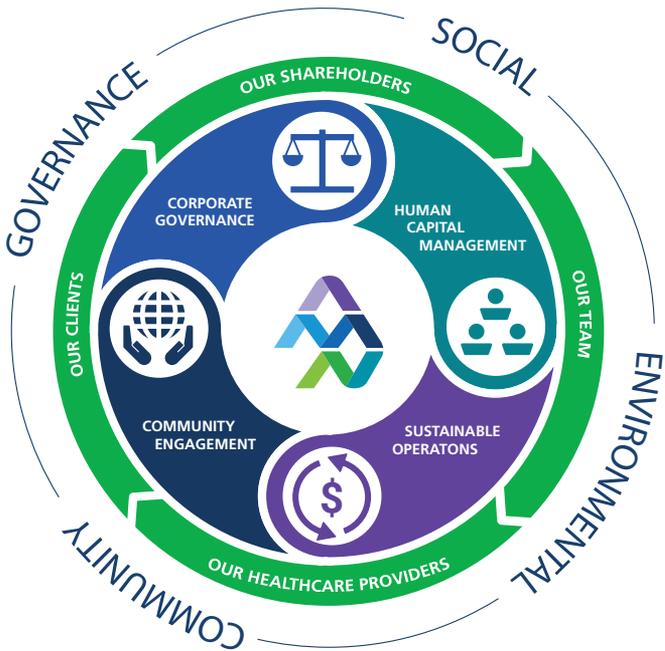


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ENVIRONMENTAL, SOCIAL, GOVERNANCE, AND COMMUNITY ENGAGEMENT AT AMN

At AMN Healthcare, we are committed to economic and social development and creating a positive impact on the health and development of our team members, healthcare professionals, local and global communities, and stakeholders-at-large, while advancing the quality of our company through engagement in the world around us. Our work focuses on reducing our environmental impact through more sustainable operations; investing in our team members through our commitment to social justice and diversity, equality, and inclusion; maintaining and enhancing our strong holistic approach to corporate governance; and supporting our communities through volunteerism, philanthropy, and civic engagement.



We aim to deliver sustainable value to all stakeholders by promoting a diverse, inclusive, and supportive culture that fosters innovation and trust at all levels of our organization and within the communities we serve.

**MORE INFORMATION ON OUR
CORPORATE SOCIAL RESPONSIBILITY PROGRAM IS AVAILABLE AT**

AMNHealthcare.com/corporate-social-responsibility/

Sustainable Operations

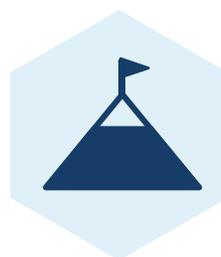
AMN works to reduce our carbon footprint by carefully assessing climate risks to the business and finding opportunities to make our operations more sustainable.

AMN proudly aims to align our Corporate Social Responsibility (CSR) programs with initiatives that are supported by our shareholders. We also report regularly on our Environmental, Social, and Governance (ESG) risks and opportunities and proactively evolve our programs in response to shareholder feedback and best practices. In 2020, AMN introduced a more robust process to evaluate and report on climate-related risks and opportunities through the [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#).

TCFD divides climate-related risks into two categories:



Physical risks or those related to the physical impacts of climate change, such as property damage or disruption to operations due to natural disasters



Transition risks or those related to an anticipated transition to a lower-carbon economy in areas such as policy and legal changes, technology requirements, market conditions, and reputation management

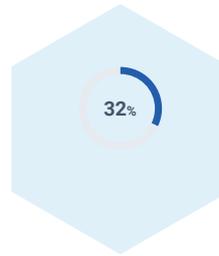
We recognize that climate change is a serious threat, so we strive to be transparent and proactive in our efforts to respond to investors requesting that companies identify, assess, and manage risks and opportunities that could impact their business and workforce. In accordance with TCFD reporting standards, we published our approach to **governance, strategy, risk management, and metrics and targets** related to climate change. This work integrates our holistic approach to effective corporate governance, which includes a strong ethical culture, an engaged and diverse board, a comprehensive enterprise risk management program, a formal shareholder engagement program, and sound financial, regulatory, and legal compliance functions.



Governance

The AMN Healthcare Board of Directors has ultimate oversight over the company's CSR and Enterprise Risk Management (ERM) strategies and related environmental, social, and governance practices while the Corporate Governance and Compliance Committee oversees the company's governance of reporting frameworks and climate-related risks and opportunities. This allows our directors to take a more focused approach while our executive management team is active in identifying critical risks and assessing our risk appetites and mitigation strategies, including those related to climate change.

Our board includes four standing committees, each of which provides oversight for a wide range of risks and opportunities – including climate-related risks – within their area of expertise. The four committees are Corporate Governance and Compliance, Audit, Compensation, and Executive. In addition, the AMN Chief Legal Officer leads a cross-functional team that focuses on corporate governance, risk management, CSR strategies, and ESG compliance and reporting.



Strategy

AMN is actively engaged in identifying short, medium, and long-term climate-related risks and opportunities and analyzing their potential impact on our business, strategy, and financial planning. Our strategy includes a regular assessment of policy, legal, technology, market, and reputational risks. We actively monitor policy and regulatory developments related to climate change and the environment, and proactively engage in ways to reduce our impact. For example, we are working with our landlords and property owners to reduce our operational footprint and invest in green energy and energy efficiency programs wherever possible. Both the pandemic and trends in telehealth have hastened our transition to a more remote and dispersed work environment.

We continue to evaluate lower emissions technologies balanced with cost impacts and investments in data security and privacy for our business. We appreciate our stakeholders setting high standards for how we respond to climate change, and we partner with key stakeholders and clients regularly to ensure our environmental practices align with their expectations.



Risk Management

AMN recognizes that climate-related risks and their associated market opportunities and challenges are inherently linked. We have a long-standing formalized ERM program that is customized, repeatable, reliable, and effective across our business locations and service lines.

We manage our physical resilience and transition risks, which are driven by potential carbon policy changes through our ERM programs and annual strategy review. This process assists us in designing and enhancing our services to help our clients solve future climate-related challenges, and we strategically mitigate risks to our own business through a quarterly review with our board of directors. Our review of climate-related risks can include, but is not limited to, business continuity and disaster recovery planning, site emergency action planning, crisis management planning, and resilience.



Metrics and Targets

AMN currently reports environmental metrics through our annual CSR Report and in accordance with Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. Our commitment to reducing our environmental impact and exposure to climate risks includes goals to reduce our GHG emissions, energy and water use, and waste, while also migrating to more energy-efficient technologies and transitioning to renewable energy when possible. AMN is in the process of assessing specific climate-related targets and will regularly report on metrics to achieve these goals.

DETAILS ON OUR TCFD ANALYSIS ARE AVAILABLE AT

AMNHealthcare.com/corporate-social-responsibility/

Human Capital Management

AMN is committed to the most impactful sources of diversity, equality, and inclusion: our people and our partners. We influence each other and our industry by fostering a diverse team with a passion for social justice and equity.



AMN Healthcare is dedicated to being a positive force for social justice. We are committed to fostering and building a community and society where equality is the norm, equity is achieved, and inclusion is universal, so that we may all thrive.

Impact

DIVERSITY + EQUALITY + INCLUSION

At AMN, our diversity, equality, and inclusion philosophy is grounded in the belief that we should respect all voices, seek diverse perspectives, and succeed when we act together as a positive force for all of humanity. We have the opportunity to influence each other, our industry, and our communities by fostering a diverse team with a passion for social justice and equity. We are committed to actively engaging in building an organization and society where equality is the norm, equity is achieved, and inclusion is universal so that we may all thrive.

WORKPLACE

Justice is fundamental to the AMN Healthcare core values of trust and respect, and it is a critical element of our company culture. In 2020, we put these values into action as we stood with our community against racism and injustice.



VOLUNTEER TIME OFF

Expanding our Volunteer Time Off policy to include up to eight hours of paid time off to team members participating in peaceful demonstrations



ADDITIONAL HOLIDAY

Commemorating Juneteenth with the option for a company floating holiday



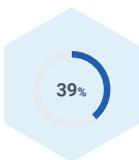
DIVERSE BUSINESS PLEDGE

Reiterating our pledge for supplier diversity by funding minority-owned business certifications for 100 suppliers, half of which were Black-owned businesses



LEADERSHIP TRAINING

Requiring unconscious bias and sensitivity training for all team members



TALENT RECRUITMENT

Increasing outreach to both passive and active applicant pools to ensure a diverse slate of candidates for all leadership positions

Employee Resource Groups

AMN believes that we will achieve our personal and professional goals when we embrace our different backgrounds, experiences, and perspectives. We are dedicated to inclusive representation based on gender, sexual orientation, ethnicity, disability, veteran status, and age. Employee Resource Groups support all levels of inclusion to help the company become a better place for everybody to pursue their personal and professional goals.

790

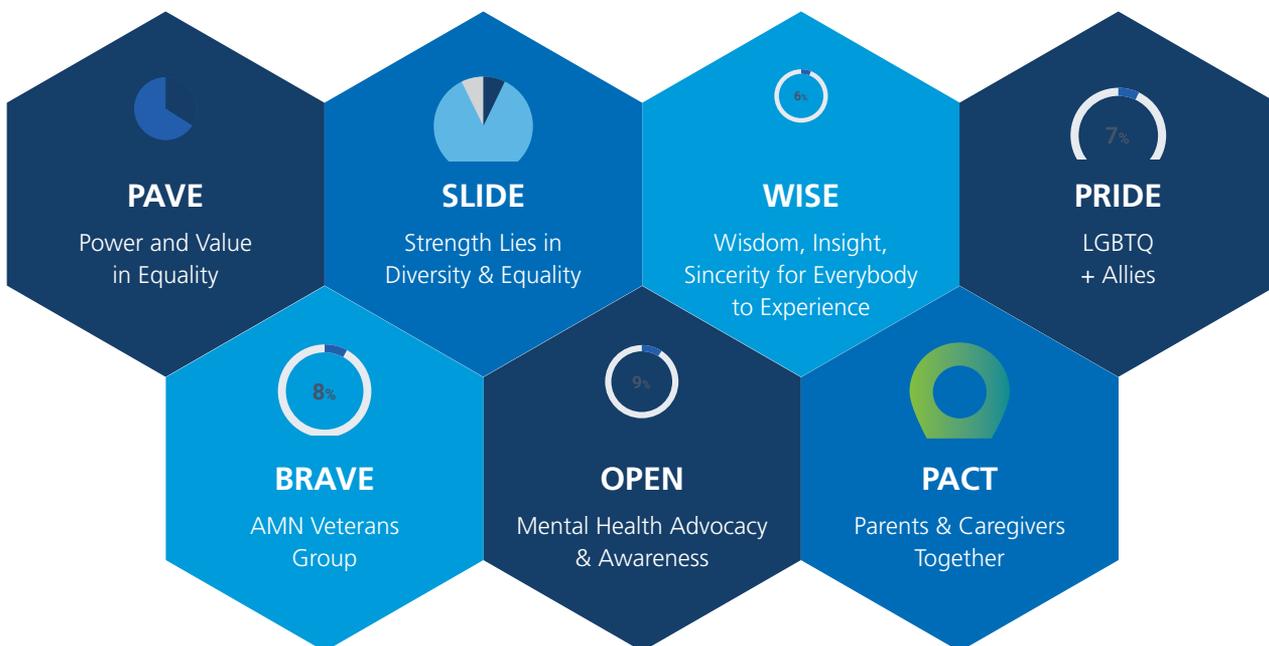
AMN Participants

29%

AMN Population

7

Employee Resource Groups

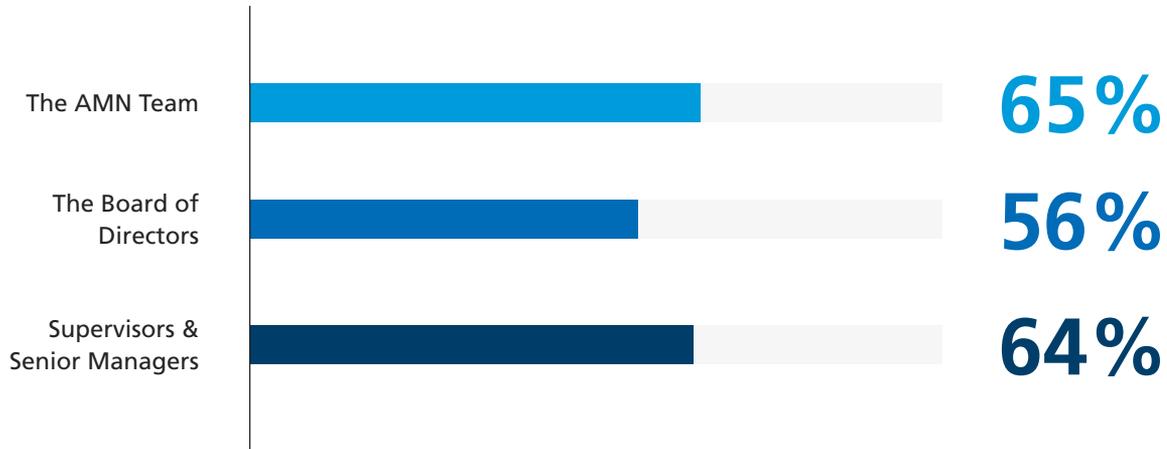


Workplace Demographics*



Executive team includes women as CEO, Chief Legal Officer, Chief Talent Officer, Group President & COO of Strategic Talent Solutions, and divisional and brand presidents.

PERCENTAGE OF WOMEN IN LEADERSHIP

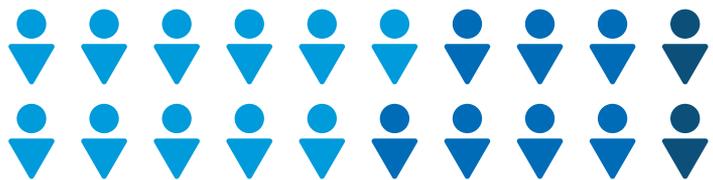


OUR WORKFORCE

32%

Of our entire team are people of color

OUR DIVERSE TEAM



57%
Millennials

34%
Generation X

8%
Baby Boomers

*AMN Workforce Demographics Data as of January 1, 2021

MARKETPLACE



We believe that true equitable positive impact to social determinants of health is achieved through equitable business opportunities through our supplier diversity initiatives. Our commitment extends to our vendors, contractors, and suppliers. AMN believes that business opportunities contribute to a more equitable world. We facilitate diverse business partnerships through collaboration with a variety of supplier diversity affiliates and programs, including the **AMN Diverse Business Pledge**, which supported the

MBE certification of 100 diverse suppliers in 2020. Additionally, the team promoted training opportunities for both clients and diverse suppliers by hosting webinars, supporting networking events, and providing scholarships, incentives, and mentorship to our diverse supplier network. AMN also partners with the **Staffing Industry Analysts (SIA) Growth Advisory Board** to award a scholarship to a service-disabled veteran-owned company specializing in healthcare staffing services.

AMN Healthcare provides leadership for the healthcare staffing industry on diversity, equality, and inclusion challenges and opportunities through original research and publications.

O’Grady Peyton International

[How Diversity and Inclusion Strategies Enhance Organizational Readiness for Global Nursing Recruitment](#)

AMN Healthcare: DEI Awareness

[COVID-19 and Healthcare Disparities](#)

Shiftwise

[The Power of Diversity and Inclusion in Healthcare Talent Management](#)

[Bringing Diversity and Inclusion into Your Talent Management Strategy](#)

B.E. Smith

[Diversity in Healthcare Leadership](#)

[B.E. Smith Industry Report: Exploring the Benefits of Leadership Diversity](#)

Merritt Hawkins

[2019 Survey of Women in Medicine](#)

[Women in Medicine](#)

[Survey of Maryland Physician Compensation](#)

\$164M

Diverse Supplier Spend

\$80M

Increase in Diverse Supplier Spend over 2019

65

Total Certified Diverse Suppliers

377

Diverse Suppliers Provided Staff in 2020

31%

Of MSP Positions Filled by Diverse Suppliers

COMMUNITY



In support of our company value of respect, we believe that coming together in community service represents a fundamental act of citizenship. Through this civic engagement, we believe we can create a stronger, more cohesive society and reinforce our mission and commitment to diversity,

equality, and inclusion. While we respect and embrace all team members' beliefs, privacy, and dignity, we only support nonprofits that encourage diversity, promote tolerance, and are ethical and nondenominational in their values and service.

AMN REGULARLY REPORTS ON OUR DIVERSITY, EQUALITY, AND INCLUSION PROGRAMS AT

AMNHealthcare.com/diversity-equality-inclusion/

Corporate Governance

AMN is committed to maintaining a strong ethical culture and award-winning approach to corporate governance.

AMN maintains a holistic and robust corporate governance program that proactively engages with shareholders and establishes an award-winning approach to evaluating and managing business risks and opportunities. We continually evolve our governance policies and practices, based on ongoing feedback from shareholders and industry best practices, to ensure they are relevant and align with stakeholder interests.

AMN is deeply committed to diversity, equality, and inclusion at all levels of the organization, including our board of directors. In October 2020, AMN enhanced the diversity of the board with the appointment of Rear Admiral Sylvia Trent-Adams, PhD, RN, FAAN. Dr. Trent-Adams is a distinguished leader in the U.S. Public Health Service Commissioned Corps and served as Deputy Surgeon General and Acting Surgeon General of the United States. Prior to her decades of service directing and coordinating major federal health programs, she was a nurse in the U.S. Army, with a clinical practice in trauma, oncology, community health, and infectious disease. Rear Admiral Trent-Adams' appointment supports the company's ongoing board refreshment strategy, and her experience and insight will be invaluable to our long-term client and clinician engagement and retention strategies.

56%

Of directors
identify as female

22%

Of directors are from
minority groups

AMN recognizes the critical role that strong board composition with a diverse set of skills and continuous refreshment play in effective oversight. In 2020, the composition of our board of directors represents diversity in both gender and race with 56% of directors identifying as female and 22% of directors from underrepresented groups. Research points to more effective corporate oversight and management with a diverse and engaged board and leadership team, and AMN is proud to be leading its peers and many other businesses-at-large in the area of diversity and inclusion.

In addition to having one of the most diverse boards, AMN has upheld our commitment to maintain an average aggregate board tenure of less than 10 years and regularly enhances our annual evaluation process to ensure that new perspectives are engaged in directing the business strategy.

AMN has reported annually on ESG issues since 2016. In 2020, we expanded our reporting efforts to include new sustainability disclosures. Starting this year and moving forward, AMN plans to report in accordance with the **Sustainability Accounting Standards Board (SASB) for the Professional Services Industry** and **Task Force on Climate-Related Financial Disclosures (TCFD) protocols**. SASB requires reporting on sustainability-related issues most likely to impact the operating performance or financial position for companies in a particular sector. AMN will report on the following pre-defined risks per SASB: Data Security, Workforce Diversity & Engagement, and Professional Integrity. TCFD recommends reporting on the governance, risk management, strategy, and metrics and targets connected to the material financial impacts of climate-related risks and opportunities, including those related to a global transition to a lower-carbon economy.

A full discussion of our corporate governance programs, strategies, and recent recognition is available in our Annual Report and Proxy Statement at ir.AMNHealthcare.com.

ESG RECOGNITION

AMN has been recognized as a leader in corporate governance as evidenced by several recent awards from **Institutional Shareholder Services (ISS)** and **Morgan Stanley Capital International (MSCI) AA ratings** for ESG efforts in the healthcare services sector.

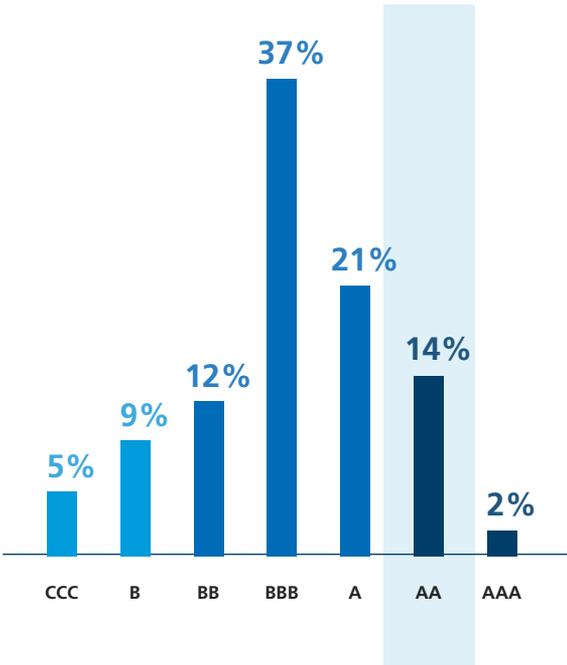


Institutional Shareholder Services (ISS)

ISS QualityScore rating of 1 out of 10 is the *highest* rating by ISS.



Morgan Stanley Capital International (MSCI) AA Rating



Community Engagement

AMN supports our communities at global, national, and local levels through philanthropy, volunteerism, and civic engagement.

Like all other global companies, AMN Healthcare is facing unprecedented challenges created by the COVID-19 virus. As an organization focused on supporting the healthcare industry through providing high-quality, frontline professionals, AMN has responded to the crisis by developing new programs to transparently share information and updates on the virus to our clients, provide ongoing support to our healthcare professionals fighting the pandemic daily, and engaging our communities affected by the economic impact.

\$1,222,841

Donations

7,257

Volunteer Hours

In 2020, AMN adapted our community engagement and philanthropy programs to respond to community needs and support our team members in a virtual volunteer environment. AMN donated more than **\$1,222,841 to community nonprofits** and encouraged team members to make a positive impact in their community through volunteerism and by providing “cause cards” to allow team members to direct funding to charities of their choice. Team members also reported **7,257 hours of volunteerism** in their communities last year.



International Esperanza Project

24,200

Masks Produced

150

People Employed

\$74,000

In Economic Opportunity

AMN hosts an annual mission trip to Guatemala to provide medical support and community development opportunities to people in the rural highlands. Due to the pandemic, the trip was canceled in 2020, but AMN support for the region continued through a unique partnership with International Esperanza Project (IEP). AMN worked with IEP to produce more than **24,200 face masks** that were distributed to team members and healthcare professionals throughout the U.S. The masks were manufactured in a small factory close to Guatemala City that **employs 150 people**, most from the Chimaltenango region. This project helped provide economic opportunity for the people of Guatemala, who often rely on day labor jobs to support their families, and helped generate more than **\$74,000 for the local economy**. The masks were distributed to more than **5,000 AMN clinicians and clients**, and masks will be distributed to all new team members at AMN in 2021.

All profits from the sale of the masks were provided to IEP's Hope Lives On emergency fund, which provides emergency food aid to Guatemalan families during the pandemic. The IEP team packed and delivered more than **2,700 Bags of Hope**, which contain shelf sustainable food, cleaning, and hygiene supplies. Each bag can sustain a family of five for one week. Profits from AMN sales helped **support more than 9,400 people** for a week in Guatemala.

5,000

Healthcare
Professionals Served

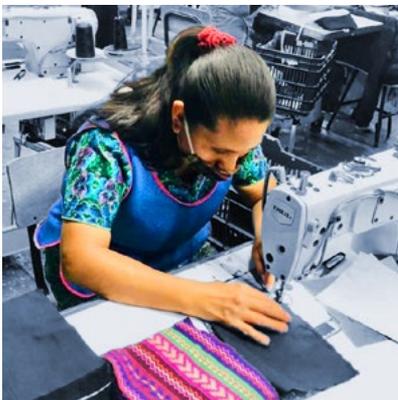
2,700

Bags of Supplies

9,400

People Helped

Since 2013, AMN has invested nearly **\$500,000 in funding** to support seven missions to Guatemala and has sponsored approximately **75 clinicians and 75 corporate team members** for these trips. During their time in Guatemala, volunteers have installed **1,145 stoves and water filters** in family homes, as well as provided **692 surgeries** and more than **12,000 health clinic visits** for patients in need.



UPDATES ON OUR VOLUNTEERISM AND COMMUNITY SUPPORT ARE PROVIDED REGULARLY AT

AMNHealthcare.com/community-relations/



Investing in the Community through the AMN Impact Fund

In partnership with The Dallas Foundation, AMN started an Impact Fund to support strategic giving in local communities. The fund was seeded with a donation from AMN Healthcare and expanded through the generosity of AMN leaders to reach more than **\$822,000**. The fund will provide philanthropic support to nonprofits focused on health and human services; women and children; diversity, equality, and inclusion initiatives; economic and community development; and civic engagement.



Supporting First Responders and Frontline Healthcare Workers

AMN team members across the country volunteered to bake cookies and deliver lunches to healthcare workers and first responders working to keep communities safe and healthy during the pandemic. Teams in Portland, OR delivered homemade baked goods to local fire and paramedic crews while volunteers in Texas partnered with local restaurants to deliver healthy lunches to hospital employees throughout the year. Team members also hosted a virtual sing-along with their children to share a message of thanks and hope for healthcare professionals.



Responding to Community Needs Through Virtual Volunteering

AMN encourages team members to volunteer in their local community, providing up to eight hours of paid **Volunteer Time Off** annually to eligible team members interested in supporting local causes. AMN reimagined volunteer service for a virtual environment in 2020, offering team members opportunities to participate in a unique virtual storytelling event with **Safehaven of Tarrant County** and **Hope's Door New Beginning**, two nonprofits focused on helping women and children seeking refuge as victims of domestic violence. Team members dressed in character to share Dr. Seuss stories virtually with families and raise awareness of an important social issue exacerbated by the pandemic.



Encouraging Civic Engagement and Social Justice

AMN Healthcare expanded VTO options in 2020 to allow team members to use paid time off to engage in civil demonstrations or social justice causes. AMN Healthcare Employee Resource Groups also hosted a **21-Day Racial Equity & Social Justice Challenge** in which team members received a daily email prompt to increase their understanding of power, privilege, oppression, and equity. The event concluded with a discussion with AMN Board of Directors member Daphne Jones.

GRI and SASB Tables

AMN reports on all components of our Corporate Social Responsibility program through our Global Reporting Initiative (GRI) Index. Starting in 2020, AMN began reporting to Sustainability Accounting Standards Board (SASB) requirements.

Ongoing updates on our work can be found at AMNHealthcare.com/corporate-social-responsibility.

GRI AND SASB CONTENT INDEX

This report has been prepared in accordance to GRI Standards. GRI is a universally applicable, comparable framework that facilitates transparency and accuracy.

SASB is an independent nonprofit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards identify the subset of environmental, social, and governance issues most relevant to financial performance by industry. AMN reports to SASB Standards for the Professional Services Industry.

GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-1	Name of the organization	AMN Healthcare Services, Inc. (NYSE: AMN)
102-2	Activities, brands, products, and services	AMN Healthcare Network
102-3	Location of headquarters	Dallas, TX
102-4	Location of operations	United States of America
102-5	Ownership and legal form	AMN Healthcare was incorporated in 1985
102-6	Markets served	AMN Healthcare 2020 Annual Report
102-7	Scale of the organization	AMN Healthcare 2020 Annual Report

ORGANIZATIONAL PROFILE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-8	Information on employees and other workers	<p>2,947 team members</p> <p>AMN is led by a female CEO</p> <p>Board of Directors has 56% female representation</p> <p>65% of the AMN corporate team are women</p> <p>32% of the overall organization identifies as non-white</p> <p>The AMN corporate team is 57% Millennials, 35% Generation X, and 8% Baby Boomers</p>
<p>SASB: SV-PS-330a.1</p> 	AMN gender and racial/ethnic group representation of global team members	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Executive Management</p>  <ul style="list-style-type: none"> ● 39% Male ● 61% Female  <ul style="list-style-type: none"> ● 7% Asian ● 0% Black/African ● 0% Hispanic/Latino ● 85% White ● 7% Other ○ 0% N/A or N/D </div> <div style="width: 45%;"> <p>All Other Team Members</p>  <ul style="list-style-type: none"> ● 34% Male ● 65% Female  <ul style="list-style-type: none"> ● 7% Asian ● 9% Black/African ● 11% Hispanic/Latino ● 63% White ● 5% Other ○ 5% N/A or N/D </div> </div>
<p>SASB: SV-PS-000.A</p> 	Number of employees by full-time, part-time, temporary, and contract	<p>Full Time = 2,910</p> <p>Part Time = 37</p> <p>Temporary = 156</p> <p>Contract = 729</p>

ORGANIZATIONAL PROFILE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-9	Supply chain	Our commitment to diversity extends to our associate vendors, contractors, and suppliers. We work to facilitate business partnerships with diverse associate vendors, contractors, and suppliers, and partner with national diversity supplier councils including the Western Regional Minority Supplier Development Council (WRMSDC), the National Minority Supplier Diversity Council (NMSDC), and the Women's Business Enterprise National Council (WBENC). A key focus moving forward is identifying business opportunities beyond the traditional minority, women, and veteran-owned businesses to include LGBT-owned and disability-owned businesses. In 2020, AMN spent over \$164 million with diverse suppliers.
102-10	Significant changes to the organization and its supply chain	No changes
102-11	Precautionary principle or approach	AMN documents and updates Business Continuity Plans every six months and undergoes a comprehensive tabletop risk assessment exercise every other year. All Risk Factors are disclosed in the AMN Healthcare 2020 Annual Report .
102-12	External initiatives	<p>AMN CEO Sustan Salka is signatory to the CEO Action for Diversity & Inclusion and a member of 50/50 Women on Boards. AMN has a Healthcare Human Rights Policy guided by the International Labour Organization Declaration on Fundamental Principles, the Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. Starting in 2021, AMN will report progress on UN Sustainable Development Goals:</p> <ul style="list-style-type: none"> - 8 Decent Work and Economic Growth - 9 Industry, Innovation, and Infrastructure - 10 Reduced Inequalities - 11 Sustainable Cities and Communities

ORGANIZATIONAL PROFILE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-13	Membership of associations	<p>AMN participates in a number of associations and organizations, including, but not limited to:</p> <ul style="list-style-type: none"> - Accreditation Council for Pharmacy Education - Advisory Board - Alliance for Ethical International Recruitment Practices - American Academy of Addiction Psychiatry - American Association of Critical Care Nurses - American Association of International Healthcare Recruitment - American Case Management Association - American Health Information Management Association (AHIMA) - American Hospital Association (AHA) - American Nurses Credentialing Center (ANCC) - American Organization of Nurse Executives - American Psychiatric Nurses Association - American Staffing Association (ASA) - Association of California Nurse Leaders - Association of Pediatric Hematology/Oncology Nurses - Association of Perioperative Registered Nurses - Association of Rehabilitation Nurses - Biocom - California Health Information Association (CHIA) - California Staffing Professionals - Catalyst - Clinical Laboratory Management Association - Conference Board - Connecticut Healthcare Human Resources Association (CHHRA) - Corporate Directors Forum - Dallas Citizens Council - Dallas Regional Chamber - Dallas Society of Human Resources Management - Economic Research Institute - Fort Worth Chamber of Commerce - Gartner, Inc. - Greater Omaha Chamber of Commerce

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ORGANIZATIONAL PROFILE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-13	Membership of associations	<p data-bbox="1115 422 1453 443"><i>...continued from previous page</i></p> <ul style="list-style-type: none"> <li data-bbox="783 499 1358 520">- Healthcare Financial Management Association (HFMA) <li data-bbox="783 534 1171 555">- Healthcare Leadership Council (HLC) <li data-bbox="783 569 1299 590">- International Association of Privacy Professionals <li data-bbox="783 605 1318 625">- Medical Group Management Association (MGMA) <li data-bbox="783 640 1211 660">- Mid-Atlantic Physician Recruiter Alliance <li data-bbox="783 675 1307 696">- National Association for Health Care Recruitment <li data-bbox="783 710 1362 731">- National Association for Home Care & Hospice (NAHC) <li data-bbox="783 745 1238 766">- National Association of Business Resources <li data-bbox="783 781 1294 801">- National Association of Clinical Nurse Specialists <li data-bbox="783 816 1326 837">- National Association of Community Health Centers <li data-bbox="783 851 1430 872">- National Association of Locum Tenens Organizations (NALTO) <li data-bbox="783 886 1358 907">- National Association of Travel Healthcare Organizations (NATHO) <li data-bbox="783 922 1321 942">- National Committee for Quality Assurance (NCQA) <li data-bbox="783 957 1398 977">- National Minority Supplier Development Council (NMSDC) <li data-bbox="783 992 1107 1013">- Nebraska Hospital Association <li data-bbox="783 1027 1246 1048">- New Mexico Organization of Nurse Leaders <li data-bbox="783 1062 1062 1083">- Ohio Hospital Association <li data-bbox="783 1098 1062 1118">- Oncology Nursing Society <li data-bbox="783 1133 1102 1154">- Plano Chamber of Commerce <li data-bbox="783 1168 1246 1189">- San Diego Coastal Chambers of Commerce <li data-bbox="783 1203 1350 1224">- San Diego Organization of Healthcare Leaders (SOHL) <li data-bbox="783 1239 1246 1259">- San Diego Regional Chamber of Commerce <li data-bbox="783 1274 1339 1295">- San Diego Society of Human Resource Management <li data-bbox="783 1309 1114 1330">- Staffing Industry Analysts (SIA) <li data-bbox="783 1344 1198 1365">- Texas Organization of Nurse Executives <li data-bbox="783 1379 1426 1400">- Texas Organization of Rural & Community Hospitals (TORCH) <li data-bbox="783 1415 1390 1435">- Western Regional Minority Supplier Development Council <li data-bbox="783 1450 1115 1471">- Wisconsin Hospital Association <li data-bbox="783 1485 1394 1506">- Women Business Leaders of the U.S. Health Care Industry Foundation (WBL)

STRATEGY AND ANALYSIS

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-14	Statement from the most senior decision-maker of the organization	AMN Healthcare 2020 CSR Report CEO letter
102-15	Key impacts, risks, and opportunities	AMN Healthcare 2020 Annual Report AMN Healthcare TCFD Disclosures

ETHICS AND INTEGRITY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-16	Values, principles, standards, and norms of behavior	AMN Healthcare Code of Conduct provides guidance to our team members, vendors, and partners on the conduct of business according to the highest ethical standards and aligned to AMN company values of Respect, Passion, Trust, Continuous Improvement, Customer Focus, and Innovation.
SASB: SV-PS-510a.1 	Description of approach to ensuring professional integrity	AMN has a written Code of Conduct with accompanying policies and procedures that provide clear and consistent guidance to team members regarding their responsibilities which include, but are not limited to, conflicts of interest, accuracy of data and anti-corruption. This information is provided at new team member orientation and reinforced through regular department trainings and communications. All team members review and acknowledge the company's Code of Conduct on an annual basis and interactive training is provided every two years. Oversight of this program rests with the Chief Legal Officer and our Board of Directors. The company also has an internal Ethics and Compliance Committee. All team members are encouraged to Speak Up if a violation of our policies is discovered. Details on how AMN approaches professional integrity are available in our SASB Guidelines .

ETHICS AND INTEGRITY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-17	Mechanisms for advice and concerns about ethics	AMN Healthcare Code of Conduct

GOVERNANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-18	Governance structure	AMN Healthcare Corporate Governance
102-19	Delegating authority	Per AMN Corporate Governance Guidelines , one of the primary functions of the Board of Directors is instilling management accountability for creating and fostering a culture that reflects the company's values, ethics, purpose, vision, and social responsibility in order to advance the company's strategy. Additional information can be found on the AMN Healthcare Corporate Governance website .
102-20	Executive-level responsibility for economic, environmental and social topics	The AMN Healthcare Corporate Governance and Compliance Committee oversees the company's ESG reporting to Sustainability Accounting Standards Board (SASB) standards for the Professional & Commercial Services Industry and Task Force on Climate-Related Financial Disclosures (TCFD) disclosures on climate-related risks.
102-21	Consulting stakeholders on economic, environmental, and social topics	The AMN Corporate Governance and Compliance Committee engages with shareholders regularly to oversee the company's ESG program and consider ESG-related feedback and recommendations provided by the shareholders. Additional information can be found on the Corporate Governance Charter .

GOVERNANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-22	Composition of the highest governance body and its committees	The AMN Board of Directors achieved 56% female representation in 2020, placing the company in the top 2% for gender diversity among all publicly traded companies. Details on the AMN Board of Directors can be found in the AMN Healthcare Corporate Governance Website .
102-23	Chair of highest governance body	Douglas D. Wheat serves as Chair of the AMN Healthcare Board of Directors. He is an independent director at AMN Healthcare and a Managing Partner at Wheat Investments, LLC.
102-24	Nominating and selecting the highest governance body	Per AMN Healthcare Corporate Governance Guidelines , the board of directors is committed to fostering and maintaining a diverse board and seeks members from a variety of professional and personal backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. In its pursuit of diversity and inclusion, the Corporate Governance and Compliance Committee annually reviews with the board the applicable skills and characteristics needed for director nominees based on the context of the current composition of the board and company circumstances. This assessment should include consideration of a candidate's judgment, business and management experience (including financial literacy), leadership, strategic planning, diversity, understanding of the healthcare industry and independence from management.
102-25	Conflicts of interest	AMN maintains a Company Code of Conduct, Corporate Governance Guidelines and a Vendor Code of Conduct to address potential conflicts of interest. AMN team members, including directors and executives, are immediately required to disclose any potential conflicts of interests and obtain approval before engaging in any activities at issue. All team members are provided guidance on identifying conflicts of interest and a process for reviewing any potential conflicts through the AMN Healthcare Code of Conduct .
SASB: SV-PS-510a.1	Description of approach to ensuring professional integrity	Full information on our professional integrity practices are available in our SASB Guidelines .



GOVERNANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-26	Role of highest governance body in setting purpose, values, and strategy	The AMN Healthcare Board of Directors demonstrates and promotes the company's values and sets a standard of ethical leadership. The AMN leadership team is accountable for creating and fostering a culture that reflects the company's values, ethics, purpose, vision, and social responsibility programs to execute corporate strategy and support sustainable business growth.
102-27	Collective knowledge of highest governance body	The AMN Board of Directors Corporate Governance and Compliance Committee oversees the company's shareholder engagement program as it relates to CSR/ESG issues.
102-28	Evaluating the highest governance body's performance	The AMN Board of Directors Corporate Governance and Compliance Committee oversees the company's shareholder engagement program as it relates to CSR/ESG issues and evaluates performance on these issues.
102-29	Identifying and managing economic, environmental, and social impacts	The AMN Board of Directors Corporate Governance and Compliance Committee works with the AMN leadership team to identify and manage economic, environmental, and social impacts material to the business.
102-30	Effectiveness of risk management process	The AMN Board of Directors Corporate Governance and Compliance Committee evaluates the effectiveness of the company's risk management process with regard to CSR/ESG issues.
102-31	Review of economic, environmental, and social topics	The AMN Healthcare Corporate Governance and Compliance Committee oversees the company's ESG reporting to Sustainability Accounting Standards Board (SASB) standards for the Professional & Commercial Services Industry and Task Force on Climate-Related Financial Disclosures (TCFD) disclosures on climate-related risks.

GOVERNANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-32	Highest governance body's role in sustainability reporting	The AMN Board of Directors Corporate Governance and Compliance Committee provides an annual review of the company's sustainability reporting. Details can be found on the AMN Healthcare Corporate Social Responsibility website .
102-33	Communicating critical concerns	AMN Healthcare has a formal shareholder outreach program to solicit feedback from stakeholders to share with the Corporate Governance and Compliance Committee. Details can be found in the Annual Shareholder Outreach Summary included in the AMN Healthcare 2021 Proxy Statement .
102-34	Nature and total number of critical concerns	AMN has no critical concerns to report.
SASB: SV-PS-510a.2 	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	As a total talent solutions with a significant healthcare staffing business, AMN may be involved in legal proceedings involving clinical professional liability as part of the company's ordinary course of business. In 2020, AMN incurred a loss of approximately \$5.62 million in connection with professional liability claims. Details can be found in the AMN Healthcare SASB Disclosure .
102-35	Remuneration policies	Information on compensation analysis and executive compensation is included in the AMN Healthcare 2021 Proxy Statement .

GOVERNANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-36	Process for determining remuneration	Independent Directors of AMN Healthcare receive compensation for their service in the form of cash and equity. All compensation is evaluated by the Compensation Committee on an annual basis. Details on the board compensation process, policies and composition is available in the AMN Healthcare 2021 Proxy Statement .
102-37	Stakeholders' involvement in remuneration	Stakeholders' views regarding remuneration are sought by management through our formal shareholder outreach program and are considered by the Compensation Committee. Details are available in the AMN Healthcare 2021 Proxy Statement .
102-38	Annual total compensation ratio	Details on AMN named executive officer compensation is provided in the AMN Healthcare 2021 Proxy Statement .
102-39	Percentage increase in annual total compensation ratio	A complete discussion and analysis of the AMN Healthcare compensation program is available in the AMN Healthcare 2021 Proxy Statement .

STAKEHOLDER ENGAGEMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-40	List of stakeholder groups	AMN identifies important stakeholders as those who directly influence daily activities or challenge the company's ability to effectively drive long-term strategy and growth. For this report, those stakeholders include the board of directors, team members (full and contract), healthcare professionals, clients, shareholders/investors, local communities, local and federal governments, media, and NGOs.
102-41	Collective bargaining agreements	Due to the nature of their work, teams executing AMN Healthcare business strategy from office locations in the United States are not affiliated with or covered by collective bargaining agreements. Additionally, the AMN Healthcare Human Rights Policy provides for freedom of association, which respects employees' right to join, form, or not join a labor union without fear of retaliation, intimidation, or harassment.
102-42	Identifying and selecting stakeholders	<p>AMN engages stakeholders through channels relevant to each audience:</p> <p>Board of Directors - Quarterly meetings</p> <p>Team Members - Regular engagement surveys, company intranet, newsletters, and internal presentations from colleagues and leaders</p> <p>Healthcare Professionals - Surveys, email, and social media</p> <p>Clients - Procurement standards, quarterly business reviews, CSR practices integrated into contracting, email, social media</p> <p>Local & Federal Government - Maintain close interactions with local, state and federal government on healthcare and employment regulatory and legal matters</p> <p>Shareholders/Investors - Quarterly and annual earnings call, investor presentations and conferences, annual shareholders meeting, and through our formal shareholder engagement program</p> <p>Media/NGOs - Ongoing healthcare research & insights, general communications such as interviews, phone calls, email, and social media</p>

STAKEHOLDER ENGAGEMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-43	Approach to stakeholder engagement	<p>AMN believes that engaging and building productive working partnerships with our stakeholders is a core part of our commitment to being a responsible and responsive partner. To that end, AMN seeks to engage our stakeholders in an open and constructive dialogue and develop activities in response to what we hear.</p>
102-44	Key topics and concerns raised	<p>Economic & Governance</p> <ul style="list-style-type: none"> Financial Integrity Governance, Ethics & Accountability Impact on Economic Development Pay Equity <p>Labor Practices</p> <ul style="list-style-type: none"> Talent Recruitment Talent Retention Talent Engagement <p>Our People</p> <ul style="list-style-type: none"> Training & Skills Management Diversity & Equal Opportunity <p>Community Engagement</p> <ul style="list-style-type: none"> Community Investments (Voluntary donations & philanthropy) Volunteerism <p>Product / Service Responsibility</p> <ul style="list-style-type: none"> Client Satisfaction, Trust & Credibility Business Loyalty Data Security & Customer Privacy <p>Environment</p> <ul style="list-style-type: none"> Materials Use Resource Conservation Emissions Travel <p>Additional details available in the AMN Healthcare 2021 Proxy Statement and AMN Healthcare 2020 Annual Report</p>

REPORTING PRACTICE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-45	Entities included in the consolidated financial statements	This report covers activities occurring from our two largest office locations in San Diego, CA and Dallas, TX. However, memberships, workforce data, governance and other financial details are provided at the overall company level.
102-46	Defining report content and topic boundaries	AMN Healthcare 2021 Proxy Statement
102-47	List of material topics	AMN Healthcare 2021 Proxy Statement
102-48	Restatements of information	None
102-49	Changes in reporting	Addition of SASB standards
102-50	Reporting Period	Calendar Year 2020 (unless otherwise noted)
102-51	Date of most recent report	April 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	csr@AMNHealthcare.com
102-54	Claims of reporting in accordance with the GRI Standards	This report is self-declared to be in accordance with the Global Reporting Initiative (GRI) reporting framework and standards.

REPORTING PRACTICE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
102-55	GRI content index	GRI Content Index
102-56	External assurance	KPMG LLP (“KPMG”) is responsible for performing an independent audit of the consolidated financial statements and expressing an opinion on the conformity of those financial statements with accounting principles generally accepted in the United States of America, as well as expressing an opinion on the effectiveness of internal control over financial reporting. AMN Healthcare 2020 Annual Report

MANAGEMENT APPROACH

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
103-1	Explanation of the material topic and its boundaries	AMN Healthcare 2020 Annual Report
103-2	The management approach and its components	AMN Healthcare 2020 Annual Report
103-3	Evaluation of approach	AMN Healthcare 2020 Annual Report

ECONOMIC PERFORMANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
201-1	Direct economic value generated and distributed	AMN Healthcare 2020 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	AMN reports on financial implications, risks and opportunities related to climate change through the TCFD process. Highlights of this work are included in the Sustainable Operations section of this report and full details are available through the company's Task Force on Climate-Related Financial Disclosures Report .
201-3	Defined benefit plan obligations and other retirement plans	AMN offers team members Deferred Compensation Plans and a 401k as retirement savings options. Team members elect to contribute to these plans up to the maximum allowed by law. All liabilities and assets for retirement plans are valued on a daily basis per market rates. At the time of this report, all plans were fully-funded. AMN offers an employer match for both retirement savings plans of 50% on first 6% of employee contributions and 100% on next 4% of team member contributions. In 2020, 76% of team members participated in the deferred compensation plan and 20% participated in the company's 401k retirement plan.
201-4	Financial assistance received from the government	As a result of the COVID-19 pandemic, AMN elected to delay payments of 2020 employer payroll taxes and utilize tax credits allowable under the CARES Act.

MARKET PRESENCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	AMN regularly reviews wages and compensation packages across all levels of the organization and by gender to ensure employment options with the company are competitive and fair to local market conditions. AMN also participates in the Bloomberg Gender-Equality Index. In our last year of reporting, we reported a global median raw gender pay gap of 28%. Additional details can be found through the Bloomberg Gender-Equality Index .

INDIRECT ECONOMIC IMPACTS

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
203-1	Infrastructure investments and services supported	AMN provides in-kind meeting space and services to nonprofits convening near our offices. Last year, the company was unable to provide this community benefit due to the COVID-19 pandemic.
203-2	Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts	As the largest provider of healthcare staff in the United States, AMN Healthcare connected nearly 50,000 nurses, physicians, allied, and other professionals to jobs in the healthcare sector. Our employment opportunities included nurses, allied and other clinical professions, executive and clinical leadership interim staff, and medical coding and case management professionals. AMN Healthcare 2020 Annual Report

ANTI-CORRUPTION

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
205-1	Operations assessed for risks related to corruption	Per the company's Global Anti-Corruption Policy, AMN regularly assesses operations for instances of corruption.
205-2	Communication and training about anti-corruption policies and procedures	AMN Healthcare trains all team members on Anti-Corruption Policy annually.

ANTI-COMPETITIVE BEHAVIOR

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	AMN Healthcare 2020 Annual Report

ENERGY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
302-1	Energy consumption within the organization	In 2020, AMN Healthcare consumed an estimated 2,954,975 kWh of energy, based on consumption data provided by local utility providers and property management teams in our two largest offices in San Diego, CA and Dallas, TX.
302-3	Energy intensity	In 2020, AMN measured energy intensity for the Dallas, TX and San Diego, CA offices as 10.38 (calculated as energy intensity over square feet of office space).
302-4	Reduction of energy consumption	Energy use decreased by an estimated 19% in 2020. The company hopes to continue to reduce future energy use through new initiatives such as remote work arrangements and investments in renewable energy wherever possible.

WATER

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
303-1	Water withdrawal by source	In 2020, AMN offices in Dallas, TX and San Diego, CA used an estimated 507,427 gallons of water.

EMISSIONS

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
305-1	Direct (Scope 1) GHG emissions	AMN does not currently track Scope 1 GHG emissions since the impact of Scope 1 GHG is considered minimal. The majority of the company's emissions are from purchased energy and tracked as Scope 2.
305-2	Energy indirect (Scope 2) GHG emissions	The company's reporting of this metric is limited to the conversion of electricity purchased from the local utility. In 2020, AMN Healthcare emissions are estimated at 2,241,294 lbs of CO2 or 1,107 metric tons of GHG emission, based on calculations for the EPA Power Profiler and Greenhouse Gas emissions calculator.
305-3	Other indirect (Scope 3) GHG emissions	AMN does track business-related travel spend, however, the company does not track GHG emissions related to business travel or team member commutes. The company hopes to track this metric in the future.
305-4	GHG emissions intensity	In 2020, AMN Healthcare estimated GHG emissions Intensity as 7.9 lbs CO2/Square Foot.
305-5	Reduction of GHG emissions	AMN reports environmental data for office locations in San Diego, CA and Dallas, TX. Moving forward, environmental updates will be reported through TCFD standards and posted to AMNHealthcare.com/corporate-social-responsibility .

EFFLUENTS AND WASTE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
306-2	Waste by type and disposal method	AMN offices in both San Diego, CA and Dallas, TX offer a mixed commercial recycling program in which glass, metals, as well as most forms of hard plastics and paper are recycled. Additionally, the company shreds and responsibly recycles most paper waste. In 2020 AMN Healthcare produced an estimated 142 metric tons of trash of which approximately 26% was recycled.

ENVIRONMENTAL COMPLIANCE

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
307-1	Non-compliance with environmental laws and regulations	AMN Healthcare was fully compliant with all environmental regulations in 2020.

EMPLOYMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
401-1	New employee hires and employee turnover	In 2020, AMN hired 1,108 new, external hires.
SASB: SV-PS-330a.2	Voluntary and involuntary turnover rate for employees	The organization also supported 1,007 internal transfers and promotions. The voluntary turnover rate for 2020 was 15%. The involuntary turnover rate was 4%.



EMPLOYMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	AMN Healthcare offers a comprehensive, cost-effective benefits package for team members and their families. The HR team regularly benchmarks benefit programs to ensure the company is offering comparable benefits programs that meet, and in some cases exceed, local guidelines and industry standards. Benefits can include: Medical, Prescription, Health and Flexible Savings Accounts, Dependent Care, Health & Wellness Initiatives, Dental, Vision, Long and Short-Term Disability, Life and Accidental Death & Dismemberment Insurance, Retirement Programs (401(k) and Executive Deferred Compensation), Training & Development, Paid Time Off (including Volunteer Time Off), Tuition Reimbursement, Leadership/Professional Development, Adoption Assistance, and Health & Wellness initiatives. Some of these benefits may also be available to professionals on assignment with AMN.
401-3	Parental leave	AMN offers paid leave that adheres to local standards and regulations for new parents by birth, adoption, or foster care placement.
SASB: SV-PS-330a.3	Employee engagement as a percentage	AMN conducts an annual engagement survey with the exception of 2020 due to the disruption of the pandemic. In 2019, the company used the Quantum Best Places to Work survey to assess overall engagement. Team members were asked questions across seven categories: communications and resources, individual needs, manager effectiveness, personal engagement, team dynamics, trust in leadership and other questions custom to our work environment. Engagement was scored on a scale of 1 - 6 and overall engagement was measured at 80%.



OCCUPATIONAL HEALTH & SAFETY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
403-2	Hazard identification, risk assessment, and incident investigation	AMN corporate team members reported 4 injury claims in 2020, resulting in 54 lost days at work and no fatalities.
403-5	Worker training on occupational health and safety	In 2020, AMN required all team members to complete an OSHA-compliant interactive health and safety training program.
403-6	Promotion of worker health	AMN offers a comprehensive and leading benefits program that includes a holistic approach to health and wellness. Discounted medical premiums are provided to team members when they complete annual wellness incentives. AMN also offers free tobacco cessation programs and free basic medical services such as flu shots and biometric screenings. AMN team members are also able to access free mental health and legal counseling through the company's Employee Assistance Program.

TRAINING AND EDUCATION

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
404-1	Average hours of training per year per employee	All team members at AMN Healthcare are required to take the following courses annually: AMN Healthcare Code of Conduct & Ethics, Cyber Security, Workplace Health & Safety Training, Speak Up! Reporting & Raising Questions, Antitrust & Competition Law, Inclusive Communications for Team Members, Workplace Harassment Prevention for Team Members and HIPAA Fundamentals for Business Associates. The courses account for a minimum of 4 hours and 40 minutes of training per team member, although many team members opt-in to additional hours of training and professional development. Managers at AMN complete an additional 6 hours of training with an expanded course on Speak Up! Reporting & Raising Questions and Workplace Harassment Prevention for Managers and mandatory Inclusive Communication training. Leaders also participate in recommended inclusion courses, such as: Skills for Inclusive Conversations, Inclusion During Difficult Times, Managing a Diverse Team and others.
404-2	Programs for upgrading employee skills and transition assistance programs	<p>AMN Healthcare seeks to actively prepare managers for their roles through an extensive leadership development curriculum. In 2020, 343 individuals completed leadership training at AMN, which can include one or all of the following courses:</p> <ul style="list-style-type: none"> - LEAD: Leadership Excellence through Accountability and Development - Emerging Leader Program - AMN Life During COVID Leadership Series (a new program offered in 2020 only) - Leading Performance Training - IGNITE! Mentoring Program - Key Talent
404-3	Percentage of employees receiving regular performance and career development reviews	AMN Healthcare actively supports and encourages career growth and development for team members through an annual review process known as Performance Success Plan (PSP). Annual reviews are provided at least once a year to 100% of our team members. Leaders are encouraged to conduct check-ins and support team development throughout the year.

DIVERSITY AND EQUAL OPPORTUNITY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
405-1	Diversity of governance bodies and employees	AMN Healthcare is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences, and perspectives enables our innovation and leadership in the healthcare services industry.
405-2	Ratio of basic salary and remuneration of women to men	Women comprise 40% of AMN Healthcare top 10% compensated employees. Additionally, women comprise 51% of the top pay quartile, 69% of upper middle pay quartile, 75% of lower middle pay quartile, and 70% of lower pay quartile. AMN Healthcare reports gender pay data through the Bloomberg Gender-Equality Index .

NON-DISCRIMINATION

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
406-1	Incidents of discrimination and corrective actions taken	AMN had zero reports of systemic workforce discrimination.

LABOR

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
408-1	Operations and suppliers at significant risk for incidents of child labor	The AMN Healthcare Human Rights policy holds a zero tolerance policy for child labor for both the company as well as our vendors.

FORCED OR COMPULSORY LABOR

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The AMN Healthcare Human Rights policy holds a zero tolerance policy for forced labor, slavery, or human trafficking for both the company as well as our vendors.

SECURITY PRACTICES

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
410-1	Security personnel trained in human rights policies or procedures	AMN Healthcare has a Human Rights policy, which is shared with all team members and contractors, including security personnel.

RIGHTS OF INDIGENOUS PEOPLES

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
411-1	Incidents of violations involving rights of indigenous peoples	AMN has not had any incidents of violating rights of indigenous peoples in 2020 or in the history of operations.

HUMAN RIGHTS ASSESSMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
412-1	Operations that have been subject to human rights reviews or impact assessments	AMN has not had any incidents or human rights reviews or impact assessments in 2020 or in the history of operations. The company adopted a Human Rights policy in 2019.
412-2	Employee training on human rights policies or procedures	AMN requires all leaders to complete sexual harassment prevention training annually. The organization also promotes the value of respect for colleagues and has a zero tolerance policy for workplace harassment. Team members should contact HR or Legal with any reports of suspected misconduct, including harassment and discrimination.

LOCAL COMMUNITIES

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
413-1	Operations with local community engagement, impact assessments, and development programs	In 2020, AMN provided more than \$1,222,841 in donations to support community nonprofits. In addition to grant funding, AMN Team Members volunteered over 7,257 hours, resulting in more than \$197,390 in additional support, based on the 2020 Independent Sector published value of a volunteer hour of \$27.20. AMN Healthcare donations and charitable sponsorships support nonprofits focused on health and human services; women and children; diversity, equality, and inclusion initiatives; economic and community development; and civic engagement.

SUPPLIER SOCIAL ASSESSMENT

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
414-1	New suppliers that were screened using social criteria	All new suppliers are assessed for social criteria per the AMN Healthcare Supplier Diversity Program and commitment to increasing diverse spending in the company's supply chain.

PUBLIC POLICY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
415-1	Political contributions	Company policy prohibits the use of company funds, property, or other resources to make any contribution or provide a thing of value to any political candidate, political party, or party official. During 2020, AMN did not make any contributions to any political candidate, party or party official. As appropriate, AMN Healthcare does contribute to Political Action Committees (PACs).

CUSTOMER HEALTH AND SAFETY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
416-1	Assessment of the health and safety impacts of product and service categories	Every healthcare provider within the AMN network undergoes rigorous screening, referencing, and quality control processes that adhere to the same stringent standards as hospitals and healthcare facilities, including credential review, background checks and drug tests, and health screening standards that meet and often exceed Joint Commission and National Committee for Quality Assurance (NCQA) standards. AMN screens 100% of physicians and clinicians against the National Practitioner Data Bank (NPDB), an electronic database created by the U.S. Congress in 1986 to document payments in connection with liability judgments and settlements, as well as peer review actions affecting licenses, clinical privileges, and other factors. AMN Clinician Screening Process

CUSTOMER HEALTH AND SAFETY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	AMN Healthcare had no incidences of serious or willful non-compliance concerning the health and safety impacts of our products and services in 2020.

MARKETING AND LABELING

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
417-2	Incidents of non-compliance concerning product and service information and labeling	AMN received no incidences of serious or willful non-compliance of non-compliance concerning product and service information and labeling in 2020.
417-3	Incidents of non-compliance concerning marketing communications	AMN Healthcare ensures accuracy and truthfulness in marketing communications. In 2020, AMN received no incidents of non-compliance concerning marketing communications.

CUSTOMER PRIVACY

GRI/SASB CODE	BRIEF REQUIREMENT	REFERENCE/SHORT ANSWERS
418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	<p>In 2020, AMN had no data or privacy breaches that triggered disclosure under state or federal law and no substantiated complaints regarding breaches of customer privacy or data.</p> <p>Full information on AMN Data Security practices is available in the SASB guidelines.</p>
SASB: SV-PS-330a.3 	Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, and number of customers affected.	
SASB: SV-PS-330a.1 	Description of policies and practices related to collection, usage, and retention of customer information	<p>AMN approaches data and information security on multiple levels. The company has a dedicated IT Risk Management function and a separate Internal Audit function to protect the company from data security threats, and quickly assess and address any concerns. AMN also leverages technical tools to continually scan code to identify potential vulnerabilities. If risks are identified, our Director of IT Risk Management will assess and develop a remediation plan. Additional risk assessment processes are managed for all vendors. Further, all AMN employees and contractors receive annual training on data and IT security.</p> <p>AMN is firmly committed to protecting the privacy of personal information for team members, healthcare professionals, and customers. We affirm this belief with our Privacy Mission Statement and our data privacy program is managed by our Privacy Office, which is part of our Legal Department. The company additionally maintains a Privacy Policy that is aligned with industry standards such as ISO 27001 and NIST CSF to govern all practices around the collection of data and information.</p> <p>Additional information is available in the AMN Healthcare Privacy Policy.</p>



AMN Healthcare is the leader and innovator in total talent solutions for healthcare organizations across the nation. The company provides access to the most comprehensive network of quality healthcare professionals through its innovative recruitment strategies and breadth of career opportunities. With insights and expertise, AMN Healthcare helps providers optimize their workforce to successfully reduce complexity, increase efficiency, and improve patient outcomes. AMN total talent solutions include managed services programs, clinical and interim healthcare leaders, temporary staffing, executive search solutions, vendor management systems, recruitment process outsourcing, predictive modeling, language interpretation services, revenue cycle solutions, credentialing, and other services. Clients include acute-care hospitals, community health centers and clinics, physician practice groups, retail and urgent care centers, home health facilities, schools, and many other healthcare settings. AMN Healthcare is committed to fostering and maintaining a diverse team that reflects the communities we serve. Our commitment to the inclusion of many different backgrounds, experiences, and perspectives enables our innovation and leadership in the healthcare services industry. For more information about AMN Healthcare, visit www.AMNHealthcare.com.

OUR MISSION



Deliver the best talent and insights to help healthcare organizations optimize their workforce



Give healthcare professionals opportunities to do their best work towards quality patient care



Create a values-based culture of innovation where our team members can achieve their goals

OUR VALUES

Our six core values translate into a proven customer focus:

- | | |
|------------------------|------------|
| Continuous Improvement | Trust |
| Customer Focus | Innovation |
| Passion | Respect |

OUR ASPIRATION

We strive to be recognized as the most trusted, innovative, and influential force in **helping healthcare organizations** provide a **quality patient care** experience that is more human, more effective, and more achievable.

AWARDS LIST

- 2020 Bloomberg Gender-Equality Index
- 2020 Human Rights Campaign Foundation Corporate Equality Index
- 2020 Fortune 1000
- Forbes Magazine America's Best Employers for Women
- National Diversity Council Leadership Excellence Award
- Staffing Industry Analysts Largest U.S. Healthcare Staffing Firms
- Newsweek America's Most Responsible Companies 2020
- Highest Rating by Institutional Shareholder Services QualityScore (Social)
- Highest Rating by Institutional Shareholder Services QualityScore (Governance)