

## **Life Time Group Holdings, Inc. Responsible and Ethical Sourcing Policy**

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### **INTRODUCTION**

The Responsible and Ethical Sourcing Policy (the “Sourcing Policy”) of Life Time Group Holdings, Inc. and its subsidiaries (collectively, “Life Time”) sets forth the minimum responsible and ethical sourcing standards for all third party providers of goods and services (“Suppliers” and individually each a “Supplier”) to Life Time. Upon reasonable advance notice, Life Time reserves the right to audit, and request copies of records demonstrating, Supplier’s compliance with this Sourcing Policy.

### **STANDARDS**

#### **Lawful Corporate Practices**

Suppliers comply in all material respects with all applicable state, local, national and international laws, regulations and standards, including without limitation as relates to employment, labor, human rights, information security and privacy, anti-corruption and product safety. Additionally, fraud, bribery, corruption, money laundering and insider trading is not permitted.

#### **Environment**

Suppliers use responsible environmental practices. Depending on the scope and complexity of the goods and services provided, Suppliers must comply in all material respects with all applicable legal requirements, policies and management systems regarding sustainability and environmental related obligations.

#### **Diversity, Equity, and Inclusion**

Suppliers demonstrate a commitment to inclusion, equity and diversity in the workplace and supply chain. Business decisions, including placement and promotion, should be based on qualifications, performance and experience.

#### **Forced Labor**

Suppliers operate with employees who have freely chosen employment. There is no forced, bonded or involuntary prison labor, nor human trafficking in any part of the supply chain. Suppliers’ workers are not required to pay fees to obtain work and are free to leave their employer after reasonable notice.

## **Child Labor**

Suppliers comply with all applicable child labor laws. Formal documentation verifying the age of each worker should be held by Supplier securely and used only to verify the right to work.

## **Workplace Conditions**

Suppliers provide working conditions that are safe and hygienic in consideration of prevailing industry knowledge, specific hazards, local epidemics or global pandemics (such as COVID-19) and in material compliance with applicable local laws and internationally recognized certification and standards, including those regarding health, sanitation, electrical, mechanical, fire and structural safety. Supplier will also provide clean toilet facilities, potable water and sanitary food storage. Accommodation provided by Supplier will meet the basic needs of workers in a clean and safe manner.

## **Working Hours**

Suppliers schedule reasonable working hours. Suppliers respect workers' rights to reasonable working hours and make good faith and reasonable efforts to comply in all material respects with applicable local working hour laws.

## **Discrimination**

Suppliers do not discriminate with respect to their employees. Suppliers commit to providing a work environment free from discrimination in recruiting, hiring, training and promotion based on any legally protected categories.

## **Wages**

Suppliers pay adequate and regular wages. Standard and overtime wages are paid, at a minimum, compliant with local legal requirements. Workers must be provided with written and understandable information about their wages before entering employment.

## **Discipline**

Suppliers use fair, proportionate disciplinary actions in compliance in all material respects with applicable local laws. Suppliers do not use harsh or inhumane treatment, nor actual or threatened physical abuse, verbal abuse, sexual or other harassment or other forms of intimidation.