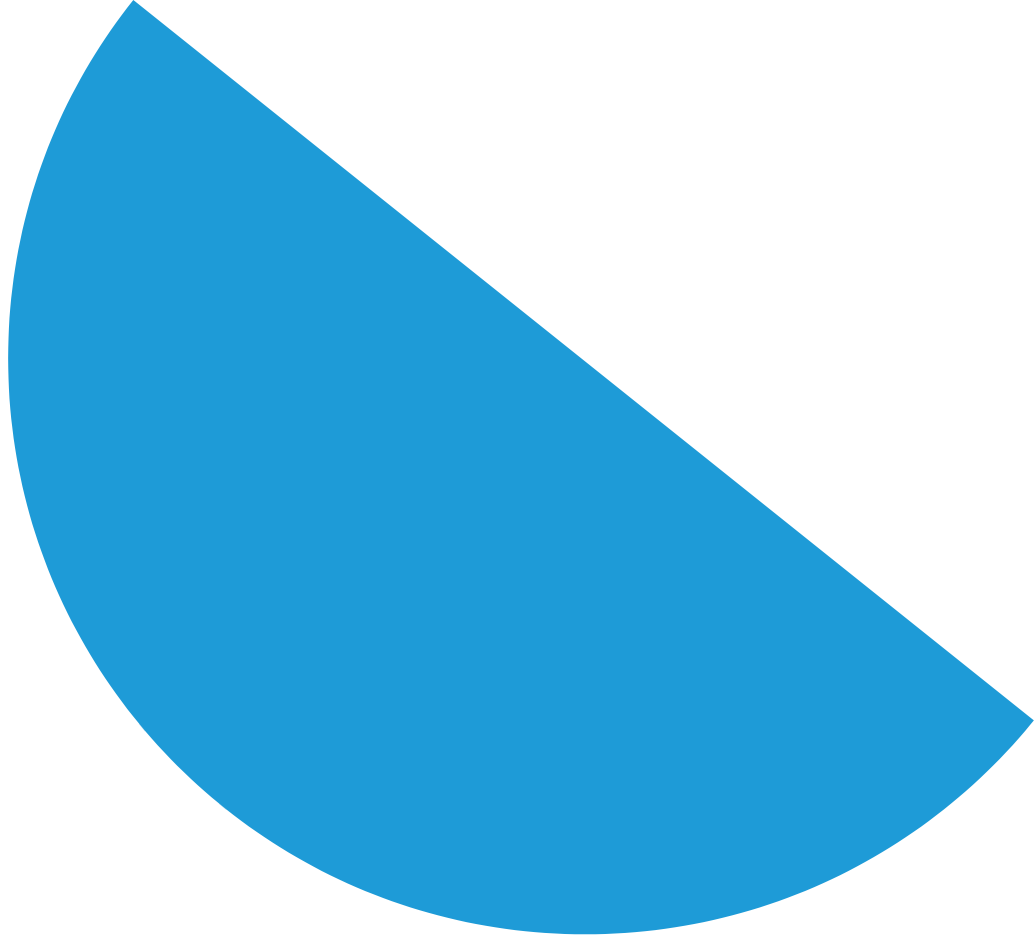










DaVita utilizes fair employment practices, as well as strives to provide a safe, healthful and productive work environment for its employees. The Company expects suppliers to uphold the same standards in accordance with the laws of the places in which it conducts business. We will introduce contract language with Suppliers to require compliance with SA 8000 standards where applicable.

Providing a healthy and safe environment extends beyond patient care and into our communities. Our facilities are part of our larger communities, and we are committed to their continued health as well. We are committed to conserving resources and reducing our ecological footprint by complying with environmental laws and expect the same of our Supplier Partners.

DaVita does not use child or forced labor in any of our operations or facilities, and we expect Suppliers with whom we do business to uphold the same standards. More specifically, we will not conduct business with Suppliers employing child, prison, indentured or bonded labor, or using corporal punishment or other forms of mental and physical coercion as a form of discipline.

DaVita pays employees a competitive wage, as benchmarked with other leading companies. At a minimum, we expect our suppliers to comply with all applicable wage and hour laws, and rules and regulations, including minimum wage, overtime and maximum hours.

Suppliers are responsible for supporting fair employment values by complying with applicable labor and employment laws, including anti-discrimination and privacy laws.



