

HUMAN RIGHTS POLICY

Brixmor believes in treating everyone with dignity, fairness, and respect. This Human Rights Policy outlines our commitments to fundamental human rights principles and labor statements, aligning our actions with our Pledge, Cultural Tenets, and Mission. We commit to:

1. Respecting human rights in accordance with applicable law and adhering to the Universal Declaration of Human Rights. In addition to this, we recognize the right to water as a human right.
2. Prohibiting child labor and adhering to federal, state, and local employment regulations established for the protection of minors.
3. Forbidding all forms of human trafficking and forced labor in accordance with applicable law. No one should be forced to work by any means of coercion, including intimidation, debt bondage, retention of identity papers, or threats of denunciation to immigration authorities.
4. Providing fair compensation, benefits, and working hour limits in compliance with all applicable local, state, and federal laws and regulations.
5. Promoting a diverse and inclusive working environment and fair treatment of all individuals. Brixmor prohibits discrimination based on the protected characteristics defined in our Code of Business Conduct & Ethics or any other protected classification under local, state, or federal law.
6. Extending equal employment opportunity to all persons in all aspects of the employer/employee relationship including recruitment, hiring, training, compensation, promotion, transfer, discipline, demotion, layoff, recall, and termination.
7. Protecting the rights of women, minority groups, and all other protected classes under local, state, and federal law.
8. Rejecting all forms of harassment or abuse by and against employees and all other persons, including tenants, customers, vendors, or any other person with whom Brixmor has a business or professional relationship.
9. Providing all employees with a safe and healthy work environment, including the tools, equipment, and training necessary to perform their job safely, as well as programs for encouraging personal health and well-being.
10. Respecting Brixmor employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is peaceful and legally compliant.
11. Maintaining processes to prevent, mitigate, and where applicable, remedy any potentially adverse human rights impact or violations within Brixmor.

These commitments apply to all Brixmor employees. Suppliers, vendors, and others acting on the behalf of or doing business with Brixmor are expected to comply with this policy.

Effective Date: August 2024