



VENDOR CODE OF CONDUCT

COMPLIANCE | ENFORCEMENT

Mid-America Apartment Communities, Inc. (“MAA”) is committed to achieving high standards of business, personal and ethical conduct and to operate in an environmentally sustainable and socially responsible manner. MAA encourages our vendors to operate in a manner to reduce environmental and social risks and any adverse impacts of their products and services. This Vendor Code of Conduct (“VCC”) in conjunction with our [Human Rights Statement](#), sets forth the fundamental baseline of expected behavior in MAA’s business relationships. Our vendors are expected to self-monitor their compliance with this VCC.

ETHICAL BUSINESS PRACTICES

Compliance with Laws, Rules and Regulations

Vendors must never offer illegal inducements to our associates to obtain our business, and any gifts or entertainment must comply with MAA’s [Code of Conduct](#) applicable to its directors and associates. We expect our vendors to fully comply with requirements of all applicable anti-corruption laws.

Discrimination and Harassment

Diversity of MAA’s associates and residents is a tremendous asset and one which MAA actively embraces. “Appreciating the uniqueness of each individual” is part of our Culture Statement. MAA expects its suppliers and vendors to be firmly committed to providing equal opportunity in all aspects of employment and service and to take active measures to prohibit discrimination against any person or harassment, intimidation or hostility of any kind on the basis of race, color, religion, sex, national origin, disability, or any other factor protected by applicable federal, state, or local laws. We encourage our Vendors who provide online information to MAA customers or otherwise interact with MAA’s website to comply with WCAG ADA Guidelines 2.0 Level AA standards so that all of our customers may enjoy the benefits of our online platform.

Labor Practices

MAA will not knowingly work with vendors who utilize forced labor, slavery, human trafficking or child labor. All labor must be voluntary and suppliers and vendors must comply with all applicable laws related to wages, benefits and working hours. Vendors must provide a safe and healthy workplace, which includes clean toilet facilities, access to clean water and adequate heat and ventilation. MAA will not knowingly work with vendors who engage in unlawful labor practices and expects its vendors to respect human rights by adopting

internal policies, carrying out due diligence, and seeking to prevent, mitigate and remediate human rights impacts linked to their business operations.

Insider Trading

Vendors must comply with insider trading laws and not engage in unethical or illegal behavior with respect to information they discover about MAA in the course of our business dealings. Our vendors may not use MAA’s non-public information for personal financial benefit or to “tip” others who might make an investment decision on the basis of this information.

Record Keeping

MAA requires honest and accurate recording and reporting of financial and business information. All information regarding our business relationship with our vendors must be maintained in reasonable detail and must conform to applicable legal requirements.

ENVIRONMENT | SUSTAINABILITY

MAA values vendors that take measures to reduce the negative environmental impacts of their operations and to develop and adhere to responsible management practices that will:

- protect the environment and public health
- conserve natural resources
- minimize waste, including landfilling and incineration
- reduce toxicity and comply with laws governing hazardous materials

Pollution

MAA vendors shall adhere to all environmental laws and strive to meet emerging environmental standards to reduce pollution to air, land and water.

Waste

MAA wants all of its vendors to take active measures to reduce waste throughout the supply chain cycle, such as minimizing packaging, utilizing recycled content and providing alternatives to landfill disposal.