

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.
2. Prohibiting child labor and adhering to federal, state and local employment regulations established for the protection of minors.
3. Forbidding all forms of 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 requirements that meet or exceed all applicable legal standards.
5. Promoting a diverse and inclusive working environment and fair treatment of all individuals. Brixmor prohibits discrimination based on the Protected Characteristics defined in its Equal Employment Opportunity Policy 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. Rejection of 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.
8. 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 or encouraging personal health and well-being.
9. Maintaining processes to prevent, mitigate and where applicable, remedy any potentially adverse human rights impact or violations within Brixmor.

These commitments apply to all employees and others acting on the behalf or doing business with Brixmor.

Effective Date: November 2021