

## Supplier Code of Conduct

## Supplier Code of Conduct

Brixmor strives to create properties that are the centers of the communities they serve, by connecting dynamic, relevant retail with unique local culture. We are committed to sustainable growth, reflecting our long-term approach to investment and operations and our continued efforts to strive towards economic efficiency, social equality and environmental sustainability in all our endeavors. Our vendors and suppliers are a key component of our ability to succeed.

We understand that our business activities have a big impact, both directly and indirectly, on the communities in which we operate and on our natural environment. As an extension of Brixmor, our suppliers have a significant impact on our activities, from ensuring safe and clean properties to constructing new relevant tenant spaces. Therefore strong, effective working relationships and enhanced engagement between Brixmor and suppliers are of paramount importance. It is our firm belief that ensuring suppliers meet our high expectations for safety, ethical conduct, minimizing impacts on the environment, and furthering employee relations, will help us ensure we are all working towards the common goal of creating and managing properties that are the true center of their communities. Our Suppliers include our vendors, contractors; and consultants; and any of their respective subcontractors and similar partners.

At Brixmor our own standards are embodied in our Employee Code of Business Conduct and Ethics (Code), which can be viewed at <http://investors.brixmor.com/govdocs>.

### Working Conditions / Human Rights

Brixmor expects each Supplier to understand and respect human rights and implement procedures to ensure compliance with related national labor standards and regulations, including:

- **Non-discrimination:** Brixmor expects its Suppliers to be committed to equal opportunities for their employees. No employee or potential employee should be discriminated against on the basis of race, religion, color, gender, sexual orientation, age, disability, national origin or any other class protected by law. Suppliers should ensure a safe and inclusive environment is maintained for their employees and the community.
- **Labor regulations:** Suppliers shall understand and comply with national and local laws and regulations, including but not limited to: working hours (e.g., uncompensated hours that exceed the legal limit), fair wages, prohibiting the use of forced (illegal) labor and/or child labor, and education/training requirements.
- **Work-life balance:** Suppliers will be considerate of their employees' work-life balance. Employees should be granted, and correctly compensated for, any type of paid leave to which they are legally entitled.

## Health and Safety

- Suppliers shall provide safe working environments for employees and ensure a safe environment for any tenants, tenant employees, and customers accessing the premises where the supplier is active. Appropriate measures should be taken to ensure the health and safety of any individual related to the Supplier's work; compliance with all OSHA regulations; segregating work areas; ensuring appropriate traffic control; minimizing their onsite footprint; and appropriate training/certifications for the work being performed. Suppliers are required to confirm their support of Brixmor's safety program via our Partner Engagement Pledge.

## Environmental Impact

Brixmor expects each Supplier to understand and use best efforts to minimize their impact on the environment, including:

- Complying with all applicable environmental laws and regulations.
- Promoting opportunities to minimize energy and water use, reduce carbon impacts, lessen the number of truck trips necessary to complete a task, etc.
- Ensuring that any hazardous materials used in the course of Supplier's work will be handled, stored, managed, and disposed in accordance with applicable regulations.
- Minimizing transport requirements for any on-site activities by packaging products/materials in an effective way for delivery and by selecting materials, equipment, and supplies that are located/produced locally to the project site whenever feasible.
- Taking industry-standard measures to prevent pollution and spills and manage wastewater/waste materials and if an incident occurs, the supplier will inform Brixmor immediately.
- Using best efforts to minimize wastes produced, including recycling of construction materials and other wastes.

## Business Integrity

Brixmor is committed to the highest standards of business integrity and we seek to conduct business with Suppliers whose ethical standards are aligned with ours. At Brixmor our expectations are detailed in our Code, which can be viewed at <http://investors.brixmor.com/govdocs>.

We expect that our Suppliers will adhere to the same high standards as Brixmor. Suppliers should have appropriate internal procedures to prohibit certain activities and ensure compliance with requirements, including: having employees review this Supplier Code of Conduct, policies addressing bribery and corruption and mechanisms to ensure Suppliers' employees follow best practices regarding ethical behavior.

### Compliance

Supplier oversight is key to ensuring compliance with these requirements and we will periodically check compliance with aspects of this policy both on-site and via annual affidavits.

### Reporting of Concerns

Any person having questions that pertain to any part of this Supplier Code of Conduct, or become aware of any breaches or violations, may contact Brixmor via email at [suppliers@brixmor.com](mailto:suppliers@brixmor.com) or Brixmor's General Counsel at 212-869-3000.