

# Public Storage

## HUMAN RIGHTS POLICY

### A MESSAGE FROM OUR CEO

*At Public Storage, we respect each other.*

Respect for human rights is fundamental to the success of Public Storage and the communities in which we operate. We at Public Storage are united by values that demonstrate our insistence on “doing the right thing”.

Our commitment to human rights serves as a guiding principle for our Company. Where appropriate, we engage in dialogue with stakeholders on human rights issues related to our business and the communities in which we operate.

We will treat individuals with dignity and respect inside our organization and throughout our supply chain. Where we don't have managerial control, we expect our business partners to promote compliance with this Policy. We are dedicated to complying with pertinent laws and implement controls wherever we operate.

*I have a personal commitment to human rights and I know you will work with me to uphold our intentions in this important area.*

- Joe Russell, CEO

### Valuing Diversity

We value the diversity of the people we hire and those with whom we work.

We have a long-standing commitment to equal opportunity and we have zero tolerance for discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, color, or religious creed (including religious dress and grooming practices), gender, gender identity or gender expression, sexual orientation, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), age, mental or physical disability (including HIV and AIDS), national origin (including language use restrictions), marital status, ancestry, medical condition (including cancer and genetic characteristics), genetic information, military or veteran status, citizenship or immigration status, family and medical care leave status or denial of family and medical care leave or any other status protected by the laws or regulations in the locations where we operate.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. These principles apply not only to Public Storage employees, but also throughout our supply chain.

### Freely Chosen Employment

We are committed to ensuring all work is voluntary. We prohibit the use of forced, bonded or indentured labor, involuntary prison labor, slavery, or human trafficking throughout our supply chain and in our workplaces.

### Child Labor

Within Public Storage, child labor will not be used under any circumstances. All employees must meet the minimum age requirement set by local laws.

### Fair Wages and Benefits

We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits.

### Workplace Health and Safety

We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. We frequently engage with employees to improve health and safety in our workplaces.

## **OUR PROCESS**

Public Storage employees are expected to follow the spirit and intent of our guiding principles to ensure respect for human rights. These principles are an integral part of other related policies, including our Code of Business Conduct.

We expect employees who believe that someone is violating the Human Rights Policy or the law to report the matter to their Supervisor, the Human Resources Department through our Open Communications and Employee Resolution Process, or through the Compliance Hotline ([pscompliance.ethicspoint.com](http://pscompliance.ethicspoint.com) / 800-688-2934), and we will review the concern and conduct an appropriate investigation. Concerns can be reported anonymously, if desired.

We commit to responding to and contributing to the remediation of adverse impacts on human rights resulting from our actions.

Our commitment to human rights is continuous and this policy will be reviewed and updated periodically to ensure we are adapting as necessary to our changing world.

*This Policy is guided by international principles including those encompassed in the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.*