

## **PHILLIPS EDISON & COMPANY, INC.**

### **HUMAN RIGHTS POLICY**

*Revised June 18, 2025*

Phillips Edison & Company, Inc. (“PECO”) is committed to conducting business in a manner that preserves the dignity and respect of the people with whom we work. Respect for human rights is part of our core values. We seek to respect and promote human rights in our relationships with our associates, vendors, and tenants (whom we call our “neighbors”). We seek to uphold human rights in all our business activities, and support the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Women’s Empowerment Principles, the OECD Guidelines for Multinational Enterprises, as well as the conventions of the International Labor Organization.

We demonstrate our commitment to human rights in the following ways:

- We value and advance the diversity and inclusion of our associates.
- We are committed to equal opportunity and do not tolerate discrimination or harassment on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth, related medical conditions and lactation), gender identity or gender expression (including transgender status), sexual orientation, marital status, military service and veteran status, disability, protected medical condition as defined by applicable state or local law, genetic information, or any other characteristic protected by applicable federal, state, or local laws and ordinances.
- We support business practices that empower women, including equal pay, equal opportunity for career advancement, paid parental leave, and zero tolerance for sexual harassment in the workplace. Recruitment, hiring, placement, development, training, compensation, and advancement at PECO are based on qualifications, performance, skills, and experience.
- We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation in the workplace or in any work-related circumstances outside the workplace.
- We require each of our associates to participate in training on the prevention of discrimination and harassment in the workplace.
- We are committed to providing and maintaining a safe and healthy workplace and complying with applicable safety and health laws and regulations.
- We are committed to a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats.

- We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking.
- We comply with all local minimum working age laws and requirements and prohibit the use of child labor.
- We believe in paying a living wage and compensate our associates competitively relative to the industry and local labor market, and in accordance with applicable legal standards.
- We are committed to complying with applicable labor and employment laws related to wages, work hours, overtime, and benefits.
- We are committed to complying with applicable laws and respecting rights related to freedom of association, collective bargaining, and union conduct.

This Human Rights Policy (this “Policy”) applies to all operations of PECO and its subsidiaries. We also expect our vendors, contractors, consultants, partners, and those who are temporarily assigned to perform work for us to act in a manner consistent with this Policy. We are committed to involving stakeholders in the development, implementation and assessment of this Policy. PECO associates receive regular training and education on applicable human rights matters covered by this Policy. We evaluate training programs regularly by reviewing completion data, participant feedback, and changes to law and market practices.

If there is ever a concern that anyone connected with PECO may have engaged or is about to engage in any conduct in violation of this Policy, the matter should be reported promptly to our Chief Legal Officer, our Chief Compliance Officer, our Chief People Officer, or any other member of PECO leadership. Matters may also be reported by associates or external stakeholders through PECO’s ethics hotline at 844-240-0620 or [phillipsedison.ethicspoint.com](http://phillipsedison.ethicspoint.com).