



Phillips Edison & Company

Vendor Principles & Standards of Conduct



Introduction



Phillips Edison & Company (PECO) is an industry leader in corporate responsibility and sustainability. Our core values align with and support our corporate responsibility and sustainability framework and mission, guiding our decision-making processes throughout our Company:



DO THE RIGHT THING.

WE DO THE RIGHT THING,
EVEN IF IT ISN'T ALWAYS THE EASY THING.



THINK BIG. ACT SMALL.

WE HAVE BIG DREAMS AND GOALS THAT WE'LL
ACHIEVE BY WORKING TOGETHER AS A FAMILY AND
PRESERVING OUR SMALL COMPANY MENTALITY.



HAVE FUN & GET IT DONE

WE KNOW WHEN IT'S TIME TO WORK HARD AND WORK
SMART, BUT MOST IMPORTANTLY WE KNOW WHEN
IT'S TIME TO HAVE FUN!



ALWAYS KEEP LEARNING.

THINGS CONSTANTLY CHANGE, AND THE BEST WAY TO BE
SUCCESSFUL IS THROUGH CONSTANTLY LEARNING.

As part of our strong commitment to corporate responsibility and sustainability, it is critical that our vendors and contractors honor the same values and standards of conduct to be unified in our mission to create great omni-channel grocery-anchored shopping experiences and improve our communities, one shopping center at a time.

Vendor Principles & Standards of Conduct



We believe in doing business with vendors and contractors that embrace and demonstrate high principles of ethical business behavior and align to PECO's core values. Our Principles and Standards of Conduct for our vendors and contractors are as follows:

Governance & Operations

- Demonstrate a commitment to quality and sustainability in business practices.
- Ensure a high standard of ethical behavior during all business activities.
- Comply with all local, state and federal laws and maintain appropriate business licensing and certificates of insurance per local, state and federal guidelines.
- Comply with all applicable anti-corruption, antitrust and fair competition laws.
- Ensure that gifts and entertainment offered do not violate PECO's policies.
- Uphold the integrity and confidentiality of data, recordkeeping, and intellectual property.
- Maintain a safe information technology (IT) environment and adhere to directives and requirements regarding data security. Timely report any known cybersecurity threats or breaches that apply to PECO.
- Utilize technology (including artificial intelligence technology) in an ethical, transparent, and responsible manner and in compliance with all applicable laws.
- Maintain an ethics hotline or similar confidential reporting mechanism to allow staff and other individuals to report concerns about misconduct, and prohibit retaliation against individuals who report such concerns in good faith, in accordance with applicable federal, state, and local laws.
- Report any known or suspected violations of these Principles and Standards of Conduct or any laws, rules, regulations, or policies that apply to PECO.

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Environmental Management

- Comply with all applicable environmental laws, regulations, and industry standards.
- Maintain and regularly update sustainability policies and practices that minimize environmental impact as much as reasonably practicable.
- Seek to reduce waste of all types, including energy, water, and material waste, by implementing appropriate conservation measures, as applicable.
- Ensure that any hazardous materials used in the course of the vendor's services are handled, stored, managed, and disposed in accordance with applicable regulations and best practices.
- Reasonably cooperate and assist with PECO's environmental and sustainability initiatives (including data collection and reporting efforts), as applicable.

Labor and Human Rights

- Provide a work environment free of discrimination and harassment based on gender, race, color, national origin, age, religion, marital status, disability, sexual orientation or veteran status, or any other protected characteristics or identity under local, state or federal law.
- Conduct employment practices in compliance with all applicable laws and regulations.
- Comply with all local labor laws and standards regarding working hours, minimum wage, overtime, public holidays, and fair pay requirements.
- Prohibit the use of involuntary and/or child labor and inhumane treatment to all beings.
- Comply with applicable laws related to freedom of association and collective bargaining.
- Adhere to the principles and guidelines set forth in PECO's Human Rights Policy, which includes respect for internationally recognized human rights.

Vendor Principles & Standards of Conduct



Workplace Health & Safety

- Provide a safe and healthy workplace environment as much as reasonably practicable.
- Provide a safe and healthy environment as much as reasonably practicable for any tenants, tenant employees, and customers accessing the premises where the vendor is active.
- Report accidents, injuries, occupational illnesses, and unsafe practices or conditions that apply to PECO.
- PECO does not tolerate any type of workplace violence committed by or against its associates. Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated.

Community

- Take the responsibility to be an excellent corporate and community citizen very seriously.
- Work collaboratively with PECO to help build the social fabric of our centers.
- Ensure personal participation in the political process in a manner consistent with all relevant laws and PECO's Code of Business Conduct and Ethics.
- Do not claim to represent, or imply representation of, PECO unless specifically requested to do so by PECO management.

Right to Compliance Assessment



PECO reserves the right to conduct compliance assessments as necessary to confirm alignment with these Principles herein and our full Code of Business Conduct and Ethics. It is our full expectation for vendors and contractors to fully respond and cooperate when action is required when these assessments are initiated. If a significant compliance issue arises in which a vendor or supplier is involved, PECO may request an immediate onsite review.

Ethics Hotline



PECO's vendors and contractors can confidentially report concerns and improper conduct by PECO or any other contracting organization through our Ethics Hotline. Improper conduct includes, without limitation, a breach of law, a breach of PECO's Code of Business Conduct and Ethics, a breach of compliance with environmental laws, financial mismanagement or hazardous and/or unethical conduct.

Any legitimate concerns about improper conduct may be reported to our Ethics Hotline at 1-844-240-0620 or on the internet by accessing the Ethics Hotline website at www.phillipsedison.ethicspoint.com.

Do the Right Thing



PECO is committed to the highest standard of business integrity. We believe in doing business with third parties that embrace and demonstrate high principles of ethical business behavior. Our expectations are detailed in our Code of Business Conduct and Ethics, which is located on our website at the following link:

[Phillips Edison & Company - Code of Business Conduct and Ethics](#)

We expect our vendors, suppliers, contractors, consultants, partners, and those who are temporarily assigned to perform work for us to act ethically and in a manner consistent with our Code of Business Conduct and Ethics. It is the vendor's or supplier's responsibility to educate its employees, agents and subcontractors about the required standards of conduct in this document.