

## **HUMAN RIGHTS STATEMENT**

At Essex Property Trust, we believe in treating everyone with dignity, fairness, and respect. This Human Rights Statement outlines our commitments to fundamental human rights principles and labor standards in alignment with Essex Property Trust's Core Values: *Act With Integrity, Care About What Matters, Do Right With Urgency, Lead at Every Level, and Seek Fairness.*

### **WE ENDEAVOR TO**

- Respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights, and as informed by the *United Nations' (UN) Universal Declaration of Human Rights* and the *International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work*.
- Prohibit child labor as set forth within applicable to federal, state and local employment regulations established for the protection of minors, and as informed by ILO Conventions 138 and 182.
- Forbid all forms of forced labor in our value chain, as informed by ILO Conventions 29 and 105. We believe that 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.
- Provide compensation, benefits, and working hours requirements that meet or exceed all applicable legal standards.
- Promote a diverse and inclusive working environment and fair treatment of all individuals. Essex Property Trust prohibits discrimination based on race, color, national origin, ancestry, creed, religion, sex, familial/marital status, physical or medical condition, age, genetics, sexual orientation, gender identity/expression, political views, military status, domestic violence victimhood, source of income, handicap, disability, citizenship status, immigration status, primary language spoken, or any other protected classification under local, state, or federal law.
- Extend 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. The Company further endeavors to achieve pay equality and conducts equal pay analysis on an annual basis.
- Reject all forms of harassment or abuse by and against employees and all other persons, including residents, customers, vendors, or any other person with whom the Company has a business or professional relationship.
- Provide 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 for encouraging personal health and wellbeing.
- Maintain processes to monitor, prevent, mitigate, and where applicable, remedy any potentially adverse human rights impact or violations within the Company, in alignment with the *UN Guiding Principles on Business and Human Rights*.
- Provide associates with training to raise awareness and promote compliance with the Company's human rights principles and standards.
- Report on the Company's human rights commitments and, where applicable, on any potentially adverse human rights impact or material risk through Essex's annual CSR Report.

### **REPORTING VIOLATIONS AND GRIEVANCES**

Grievances or violations of our Human Rights Statement may be reported to the Human Resources Department, Internal Audit Department or through the Company's anonymous and confidential compliance hotline service, Convercent, at 1-800-461-9330.

## **SPHERE OF INFLUENCE**

The principles and standards established within this Statement are embedded within the Company's wider policy framework and are applicable to all Company employees and all persons acting on behalf of Essex Property Trust, as well as those doing business with, or for, Essex Property Trust. As such, we expect our suppliers and partners to adhere to our human rights principles and replicate these standards with their own organization and sphere of influence. Suppliers must sign and comply with the Company's Vendor Code of Conduct containing our human rights principles and expectations.