

## **Human Rights Policy**

Our mission at Urban Edge Properties (“Urban Edge” or the “Company”) is to own and improve retail real estate, primarily in the Washington, DC to Boston corridor, generating attractive risk-adjusted return while enhancing communities through strategic leasing, redevelopment and acquisitions. We are a values-driven company and aim to be thoughtful in our interactions with others because we know that strong, caring relationships are critical to improving communities. We are passionate about the work we do and are committed to maximizing value for our shareholders and other stakeholders. We believe that our success is grounded in being trustworthy and accountable. We support and empower one another, embracing diversity of opinion and background.

We are committed to respecting and protecting human rights across our value chain in accordance with the United Nations Guiding Principles on Business and Human Rights and the Civil Rights Act of 1964. We believe that supporting these principles is a business imperative that should guide our Company and the tenants, vendors, suppliers, contractors, and other colleagues with whom we engage.

### **Our Operations**

We aim to lead by example on human rights in our role as an employer of over 100 individuals. We provide equal employment opportunities without regard to personal characteristics such as race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, ancestry, citizenship status, marital status, veteran status, disability, medical condition, genetic information, or any other legally protected category. We do not tolerate any form of discrimination or harassment in the workplace and require that all employees complete training related to anti-harassment, anti-discrimination, and diversity and inclusion on an annual basis. We are committed to supporting all employees in their career development, providing employees with ongoing training opportunities and offering employee benefits that support personal and professional growth.

### **Diversity, Equity and Inclusion Practices**

Urban Edge values the benefits of diversity and strives to provide an inclusive and supportive environment for our people. Our DE&I team implements programs and initiatives to increase and support diversity. While evaluating our diversity practices, we also seek to identify and eliminate any inherent biases in our company processes and procedures, including our hiring and retention measures. We continually seek to broaden our reach, specifically in the critical area of recruiting, so that our DE&I efforts can be as productive as possible.

### **Health and Wellness Program**

The wellness of our employees is a top priority of the company. The UE Wellness Program was designed to address five pillars of health and wellness: financial, emotional, physical, social and community wellbeing. The Wellness Program provides a holistic approach to promoting wellness across a wide range of interests and concerns raised by our employees, and incentivizes and rewards participation in the program. We highlight different wellness themes each month, such as mental health, nutrition, fitness and community, and offer challenges and activities that further them. We also publish internal measures to assure employee safety, whether working in our offices or at our properties.

### **Property Management**

Our assets consist of open air shopping centers, regional malls, outlet centers, warehouses, and self-storage facilities. In operating our properties, we endeavor to enhance the well-being of tenants, their employees, shoppers and other guests. We employ and train property management and operations personnel regarding the protection of workers' rights, among many other areas relevant to the protection of human rights. Our best practices include (i) continuously seeking to improve safety and security for all individuals at our properties and (ii) policies and related training that address anti-harassment, anti-discrimination, diversity and inclusion, anti-trafficking, sanitation and data privacy.

In the event that we retain a third party property manager to manage one or more of our properties, we require that they adhere to the same standards and best practices as we do. We also require that any such third party manager adhere to or exceed the requirements of relevant labor laws and regulations, including those addressing wages and working hours and workers' rights to unionize or rights to work.

### **Engagement with Developers, Suppliers and Other Business Affiliates**

We expect all business affiliates, including tenants, contractors and suppliers, to share our commitment to respect and protect human rights. We outline our human rights expectations in the Company's Vendor Code of Conduct. Our Vendor Code of Conduct explicitly prohibits all forced labor regardless of its form and all child labor pursuant to the International Labour Organization's labor standards outlined in Convention #138 and #182. Our Vendor Code of Conduct also emphasizes the importance of ensuring that workers' rights are respected, and the workplace is free from harassment and discrimination.

We actively engage with contractors and suppliers to integrate accessibility, particularly for people with disabilities, as part of redevelopment and major construction projects.

### **Enforcement, Reporting and Governance**

We reserve the right to take remedial actions as warranted, including the termination of business relationships, with parties that do not adhere to the standards set forth within our Human Rights Policy. We encourage all stakeholders to report any potential violations or concerns, and we maintain a strict non-retaliation policy for all our employees.

The Company's Environmental, Social and Governance ("ESG") Steering Committee is comprised of key Company leaders, including multiple executive officers, with representation from every department and is responsible for overseeing our Human Rights Policy. Our Chief Financial Officer serves as the primary executive sponsor for the ESG Steering Committee. Our senior management team is responsible for providing oversight over this policy's enforcement and providing the Company's Board of Trustees with regular reports on the implementation of our ESG program overall. We aim to incorporate stakeholder feedback to inform priorities in our ESG program, including those with respect to the protection of human rights. We also commit to reporting publicly to our stakeholders on our progress.

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