



## HUMAN RIGHTS POLICY

Federal is committed to respecting human rights and believe all persons are entitled to be treated with dignity and respect. To promote that belief, we have adopted this Human Rights Policy with is aligned with the United Nations' Universal Declaration of Human Rights.

This Human Rights Policy is part of a wider group of governing documents for our company that includes our codes of conduct for our Board of Trustees, employees, vendors, suppliers, and contractors, as well as our employment policies and practices that are designed to promote the following:

- Respect for the rights of all persons impacted by our business
- Compliance with national laws and regulations regarding the protection of human rights
- Respect for international human rights standards as set forth in the United Nations' Universal Declaration of Human Rights
- Avoid causing or contributing to adverse human rights impacts through our own activities
- Avoid or mitigate adverse human rights impacts that are linked to the operations, products or services of our vendors, suppliers, contractors and consultants including but not limited to human trafficking, forced labor, and child labor
- Promote diversity and inclusion
- Provide safe and healthy workplaces that meet applicable health and safety laws, rules and regulations
- Provide places that are free of violence, harassment, discrimination, intimidation and other unsafe or disruptive conditions

Other polices that support this commitment to human rights are included on our website at: <https://www.federalrealty.com/investors/corporate-governance/#governance-documents>