



## VENDOR, SUPPLIER, CONTRACTOR AND CONSULTANT CODE OF CONDUCT

Throughout our history, Federal has been committed to developing and operating our retail and mixed-use properties in a responsible manner that allows our tenants and their customers to thrive, and reflects the values of the surrounding communities. As a company, we value the environment, human rights and workplace dignity and want to do business with companies and individuals who share those values. That includes vendors from whom we purchase materials, companies that provide services for our properties or our business in general, and contractors who help us develop and renovate our properties or build out our tenant spaces. To help us live up to our values, we encourage all of our vendors, suppliers, contractors, consultants and their affiliates and subcontractors to comply with this Code of Conduct.

### Business Practices

- Comply with all applicable anti-corruption, anti-bribery, antitrust and fair competition laws
- Maintain professional standards in all business dealings
- Demonstrate a commitment to quality and sustainability in business practices
- Maintain a safe information technology environment and adhering to directives and requirements regarding data security

### Working Conditions/Human Rights

- Comply with all national/local laws and regulations with respect to working hours, fair wages, overtime and other pay requirements
- Prohibit the use of involuntary and/or child labor
- Treat all employees with dignity and respect
- Provide a work environment that is free from discrimination and harassment based on race, religion, color, gender, sexual orientation, marital status, age, disability, national origin or any other class protected by law
- Provide a safe and healthy working environment in compliance with applicable laws and regulations
- Prohibit retaliation against whistleblowers in accordance with applicable state and local laws
- Follow the policies in Federal's Human Rights Policy [\[add link\]](#)

### Environmental Impact



- Comply with requirements of all applicable federal, state, and local environmental laws and regulations
- Promote opportunities to minimize energy and water usage and reduce carbon impacts from your work for Federal
- Advise Federal of opportunities to minimize energy and water usage and reduce carbon impacts in establishing the scope of your work, such as in selecting materials for a particular job
- Ensure that any hazardous materials that are used in the course of your work are handled, stored, managed and disposed of in accordance with applicable regulations
- Use best efforts to minimize waste including through recycling
- Take industry-standard measures to prevent pollution and spills and manage wastewater/waste materials; if an incident occurs, the supplier will inform Federal immediately
- Provide applicable performance metrics, such as GHG emissions or waste diversion, upon request
- Implementing Federal's GreenBox criteria as applicable

## Reporting of Concerns

Any person having questions that pertain to any part of this Supplier Code of Conduct, or become aware of any breaches or violations, may contact Federal directly via the contact form: <https://www.federalrealty.com/contact/>. Concerns can also be reported on an anonymous basis to our confidential hotline by telephone at 877-874-8416 (for domestic callers) or 888-690-3865 (for domestic or international callers) or by internet at: <https://federalrealty.alertline.com>.