



Human Rights Policy

EastGroup Properties (“EastGroup”, “the Company”, “we”, “our”) is committed to being a responsible corporate citizen, respecting human rights and supporting the protection and advancement of human rights for all in accordance with the laws of the United States as well as the United Nations’ (“UN”) [Universal Declaration of Human Rights](#).

As part of this commitment, and in an effort to embrace the elements of the [UN Guiding Principles on Business and Human Rights](#), EastGroup assumes our responsibility to respect human rights through:

1. Avoiding causing or contributing to adverse human rights impacts through our own activities and addressing any such impacts when they occur; and
2. Seeking to prevent or mitigate any known adverse human rights impacts that are directly linked to operations, products or services by our business relationships, to the extent possible and even if we have not directly contributed to those impacts.

We acknowledge that our responsibilities and commitments extend to the protection of minority groups’ and women’s rights.

These commitments go hand-in-hand with our corporate culture and the policies and standards set forth in our [Code of Ethics and Business Conduct](#) and Vendor Code of Conduct, as well as our policies and programs surrounding workplace safety and violence prevention, employment practices and employee well-being.

Employees

EastGroup is committed to providing a safe and secure workplace for our employees, free from harassment and unlawful discrimination. Our Equal Employment Opportunity & Commitment to Diversity priorities expressly prohibit any form of unlawful harassment or discrimination and affirm our commitment to promoting diversity and providing an inclusive environment for our employees.

As part of this commitment, we regularly provide formal, certificate-based training to all employees on elements of human rights, including diversity, equity and inclusion, anti-harassment, and other trainings to promote fairness, equity and a safe work environment for all. Employees have access to a variety of courses, and certain trainings are required to be completed each year.

Equal employment opportunity notices are posted on common areas of our offices. These notices summarize the rights of employees to equal opportunity in employment and list the names and addresses of the various government agencies that may be contacted in the event any person believes he or she has been discriminated against.

Ethical Business Conduct

As detailed in our [Code of Ethics and Business Conduct](#), we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of EastGroup to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

Communities and Corporate Citizenship

EastGroup prioritizes social responsibility and encourages employee participation in various charitable organizations and activities in our business communities. Employees are granted 16 hours of paid time off each year to volunteer in their communities. Additionally, we provide a matching donation for employees' eligible charitable contributions. We will seek opportunities to minimize or mitigate adverse human rights impacts in our communities and take steps to ensure that the organizations we align with have a shared respect for human rights.

Workplace Security and Health

As communicated in the EastGroup Properties Commitment to Safety, protecting the health and safety of our employees and visitors is the most important aspect of running our business. We have policies and procedures in place to ensure our workplaces are free of recognized hazards, including workplace violence, and follow applicable health and safety laws and regulations. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Our Contract Terms and Conditions for vendors includes requirements around the communication of hazardous materials and prevention of bodily injury as well as the agreement to comply with all present and future federal, state and local laws, executive orders, rules, regulations, codes and ordinances which may be applicable to the performance of contract obligations.

EastGroup's employee benefits program focuses on the overall well-being of our employees and includes generous paid time-off policies for both personal and sick leave, annual health and wellness checkups, a tobacco cessation program, on-site flu vaccinations, athletic club reimbursement, flexible work schedules, and employer-paid health insurance for all full-time employees. We strive to promote a healthy workplace, offering webinars, health and fitness challenges as well as an Employee Assistance Plan which offers counseling services to employees.

Right to Water and Sanitation

EastGroup recognizes that the right to clean drinking water and sanitation are essential to the realization of all human rights.

Diversity, Equity and Inclusion

EastGroup supports and encourages diversity and inclusion within our business and the organizations with which we do business. We expressly prohibit any form of unlawful discrimination by maintaining workplaces that are free from discrimination or harassment on the basis of race, color, ancestry, national or social origin, gender identification or expression, sexual orientation, marital status, religion, age, disability, ethnicity, political opinion, results of genetic testing, service in the military or any other status protected by applicable law.

This policy applies to all aspects of employment including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, benefits and training.

Harassment of any sort (verbal, physical or visual) will not be tolerated and any employees, including managers, involved in harassment or discriminatory practices will be subject to disciplinary action, including termination of employment.

Rights of Indigenous Peoples

EastGroup respects the rights of indigenous peoples, including their land, territory, resources and culture and is committed to abiding by the UN Framework of Free, Prior, and Informed Consent should any potential projects impact these rights.

Forced Labor and Human Trafficking

EastGroup prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. Additionally, we are committed to complying with all applicable child labor laws. This policy applies to our direct operations as well as our supply chain.

Freedom of Association and Collective Bargaining

EastGroup adheres to the conventions of the International Labor Organization, including [Freedom of Association and Protection of the Right to Organize](#) (No. 87) and [Right to Organize and Collective Bargaining](#) (No. 98).

While we encourage open and direct communication between employees and management, we are committed to ensuring freedom of association and collective bargaining without fear of reprisal, intimidation or harassment should any employees so choose. EastGroup prohibits interference with any employees seeking to organize or carry out union activities and is committed to bargaining in good faith with any such unions.

Applicability and Reporting

EastGroup strives to work with suppliers, third-party vendors and tenants who have a shared respect for human rights. This policy applies to all facets of our operations in all geographic locations and extends to all suppliers, vendors, tenants and other parties directly linked to our operations.

We aim to foster engagement with stakeholder groups in developing, implementing and assessing the effectiveness of this policy.

Anyone who would like to confidentially and anonymously report a potential violation of this policy should raise any concerns to our toll-free ethics hotline number at 1-888-420-8819 or our ethics hotline website at <http://eastgroup.alertline.com/gcs/welcome>. EastGroup does not permit retaliation of any kind against employees for good faith reports or complaints of violations of EastGroup corporate policies or other illegal or unethical conduct.

EastGroup seeks to empower employees, tenants and those with whom we engage to take human rights criteria into consideration across any activities. EastGroup will continue to respect and support the promotion of human rights across our business, and we hope our actions will inspire such practices worldwide.

No Creation of Third-Party Rights

We may waive application of the policies set forth in this policy where circumstances warrant granting a waiver, subject to appropriate terms and conditions. This policy is not intended to, and does not, grant any rights to any director, officer, employee, tenant, supplier, competitor, stockholder or any other person or entity.