



# Rexford Industrial Realty

## Human Rights Policy

Rexford Industrial Realty, Inc. (“Rexford”) firmly believes and upholds basic human rights, freedoms and standards of treatment regarded as belonging to all persons, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status or any other legally protected status. This policy is written in alignment with the United Nations Global Compact human rights principles. We promote these rights in our relationships with our employees, tenants, suppliers and all other stakeholders, and require compliance with our human rights policy by all. We are committed to engaging with all our stakeholders in developing, implementing and evaluating this policy’s effectiveness.

### **Freedom of Association**

Rexford respects the right to collective bargaining and to join or form a labor union, without fear of reprisal, intimidation or harassment. In the case of employees represented by a legally recognized union, we are committed to engaging in open and constructive communication with union representatives.

### **Safe and Healthy Work Environment**

Rexford is committed to excellence in workplace safety practices and performance. Our policy is to comply with applicable safety and health laws and regulations and to continuously review our approach, incorporating best-practices. We do not tolerate threats, threatening behavior or acts of violence against employees, visitors, guests or other individuals by anyone on company property.

### **Wages and Benefits**

We ensure full compliance with all wage, hour, overtime and benefits laws and are committed to ensuring fair wages for all employees. Our wages and benefits are competitive within our industry and local labor market, and working hours contribute to a healthy work-life balance.

### **Child Labor**

Rexford prohibits the exploitation of children and use of illegal child labor. Company personnel are required to ensure that all employees are legally eligible for employment and meet the minimum legal working age. We prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is required. Verifiable documentation of each employee’s

date of birth or other legitimate means of confirming each employee's age must be maintained, as required by law.

### **Right to Privacy**

Rexford has a high respect for employee privacy and our employees' right to protect their personal information. Therefore, it is our policy to control the use and access to personal information that may affect an individual's employment status. We believe that this information must be carefully protected and should be shared only with those who have legitimate need for it.

### **Reporting**

Rexford complies with all labor and employment laws and is dedicated to maintaining a workplace where respect for individual rights and safety is of the utmost importance. In our efforts to educate all employees about our policies on appropriate workplace behavior and treatment of others, we require all new hires to read and acknowledge our Code of Business Conduct and Ethics, and all active employees are required to do the same on an annual basis.

In the event of a violation of any of these human rights policies, employees are provided with our ethics hotline phone number and web address to make confidential reports of possible human rights violations. Reports may be made anonymously, and all reports are kept confidential to the extent practicable, consistent with applicable laws and the need to conduct an adequate investigation with appropriate leadership and Board of Directors oversight as needed.

### **Employee Training**

All employees are required to complete a training on Rexford's management of environmental, social, and governance issues. As part of this training, employees are educated on how Rexford promotes human rights in our relationships with employees, tenants, suppliers, and all other stakeholders.

### **Board and Executive Governance and Oversight**

Rexford's ESG committee reviews all relevant policies on a biannual basis and advises the Board of Directors and the Nominating and Corporate Governance Committee of any recommended updates or changes to the policy.

This Human Rights Policy was approved and made effective by the Rexford Board of Directors on April 19, 2021; updated December 24, 2021.