



## Rexford Industrial Realty Diversity and Inclusion Policy

At Rexford Industrial Realty, Inc. (“Rexford”), diversity, equity, and inclusion are at the core of who we are. Our commitment to these values is unwavering – across all our work everywhere we operate. They are basic 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.

### **Equal Employment Opportunity**

- Rexford values diversity and is committed to providing equal opportunity for hiring, promotions, transfers and training opportunities, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status. All personnel will be required to carry out the spirit and intent of this policy. The successful implementation and effectiveness of this policy is the responsibility of the respective managers and supervisors, with the assistance of Rexford Human Resources. More detailed information is available to Rexford employees in our Equal Employment Opportunity Policy.

### **Intolerance for Discrimination and Harassment**

- To ensure a productive working environment and to encourage mutual respect among employees, Rexford is committed to providing all employees a workplace free from all forms of discrimination, including harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.
- It is Rexford’s policy to implement procedures and protections designed to ensure that the work environment is free from any such discrimination or harassment. More specifically, it is against Rexford policy for any employee (including co-workers, supervisors, managers and other personnel) or any third-party (including customers, independent reps and vendors) to harass an employee in violation of this policy.

### **Inclusive Leadership**

At Rexford, we are committed to inclusive leadership where our leaders ensure that our people are empowered to be their best, professionally and personally.

- We integrate core elements including inclusive leadership into our leadership development offerings and leadership framework and examine potential impacts of

unconscious bias, we promote inclusive leadership role models, and, in general, ensure that all employees model inclusive behavior.

- Rexford supports efforts to increase Board of Directors and leadership diversity, including diversity of experience and the proportion of Board seats and senior leadership roles held by women, people from ethnic minority backgrounds and other under-represented groups. While Rexford has not adopted targets with respect to these groups for executive officer positions, given its practice to recruit executives from the broadest possible talent pool based on merit, the recruitment process for all positions across the company gives due regard to the reflection of such diversity in the pool of candidates.

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

- The Senior Vice President of Human Resources is responsible for the oversight of this Policy with the assistance of the ESG Committee, senior leadership and the Board of Directors.
- The Board of Directors will be regularly informed regarding monitoring and evaluating the diversity performance of Rexford.
- The implementation progress, status and related performance of this Policy will be reported in our environmental, social and governance (ESG) Report on an annual basis.
- This Policy will be reviewed by the Nominating and Corporate Governance Committee and the Board of Directors from time to time and updated to align with any revisions of our existing procedures and practices and the consideration of relevant legislation and best practices, as appropriate.

This Diversity and Inclusion Policy was approved and made effective by the Rexford Board of Directors on April 19, 2021.