



## Human Rights Policy

Plymouth is committed to respecting, protecting, and advancing human rights and we do not tolerate any human rights violations in our operations. We seek to understand the ways in which our business may potentially have adverse impacts on human rights, and we recognize that we may need remedy and grievance processes.

Plymouth supports the guiding principles and recommendations from leading human rights conventions and frameworks. Our commitment to protecting human rights is consistent with all of the following, as they are relevant to our business:

- The UN Guiding Principles on Business and Human Rights
- The Universal Declaration of Human Rights
- The International Labor Organization's Fundamental Conventions
- The UN Fundamental Conventions Protecting Rights of People
- The Modern Slavery Act
- The UN Global Compact
- ILO's Declaration on Fundamental Principles and Rights at Work
- The International Bill of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights

**Basic Human Rights:** Plymouth is committed to adhering to and advancing all the tenets of the Universal Declaration of Human Rights in both our internal operations and among our tenants, vendors and suppliers. Our commitment to protecting human rights goes beyond mere legal compliance, to a commitment to doing what is right. Plymouth will not engage in any relationships or activities where there are human rights violations. Plymouth's Human Rights Policy applies to our entire organization and across all of our business activities, as well as to our supplier and vendor selection, contracts, and relationships.

**Labor Rights and Human Rights:** Plymouth adheres to all laws and regulations on human rights, including indigenous rights and impacts on indigenous peoples and communities, protection of human health, protection of cultural properties, occupational health and safety, rights relating to involuntary resettlement, and stakeholder engagement and participation. We are committed to being compliant with all laws regarding child labor and forced labor, freedom of association, collective bargaining, and non-discrimination.

**Non-discrimination, Diversity and Inclusion:** Plymouth is committed to providing equal employment and advancement opportunities for all individuals without any discrimination based on age, sex (including pregnancy), gender, race, nationality, color, marital status, civil partnership status, sexual orientation, disability, or religion or beliefs, and to seeking to develop and support a diverse workforce.

**Safety, Health, and Wellbeing:** Plymouth is committed to promoting health, safety, and wellbeing in our workplaces, including providing a workplace and tenant, vendor and supplier interactions that are free from harassment or coercion.

**No Forced Labor or Child Labor:** Plymouth does not use any child labor or forced labor in any of our business operations. We also require adherence to laws prohibiting the use of child labor or forced labor from our vendors and suppliers.

**Whistle Blowing:** Plymouth promotes a transparent, collaborative working environment for all employees. We provide Whistle Blowing options that enable employees to escalate to the Board of Directors any disputes or concerns regarding any potential violations, malpractice, or “reportable” conduct, and that allow independent investigation and monitoring of any such concerns. Any employee may report any concern without fear of reprisal.

**Assessing Impacts:** Plymouth continually monitors and assesses our operations to avoid any potential impacts on human rights. Any violations of human rights that may occur will be immediately corrected, and preventive measures will be adopted.

**Due Diligence and Transparency:** Plymouth believes in robustly supporting fundamental human rights. In service of that belief, we are committed to fulfilling our due diligence, tracking our progress and performance in the area of human rights, and reporting progress and results in our annual Environment-Social-Governance (ESG) Report. Our goal is to not only comply with human rights laws and regulations, but to do what is truly right to advance and protect the human rights of everyone who is touched by our business activities.