
HUMAN RIGHTS POLICY

While governments have the primary responsibility for human rights of their citizens, Veris Residential believes protecting human rights is its duty as a good corporate citizen and it is fundamental to the Company's values and ethics.

Veris Residential engages in sustainable practices and advances the fundamental interests and rights of the individuals and communities it works with.

The aim of this policy ("Policy") is to outline Veris Residential, Inc.'s ("Veris Residential" or "Company") commitment to maintain the highest ethical standards and to encourage practices that enhance the security, well-being and welfare of its employees, suppliers, business partners, and the wider community.

Veris Residential is committed to operating in accordance with the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights), OECD Guidelines for Multinational Enterprises, and the UN Framework and Guiding Principles.

The Policy

1. Human Trafficking, Slavery and Right to Voluntary Labor

- Veris Residential respects the free choice of all persons and strictly prohibits forced or compulsory labor within the Company. The Company recognizes the importance of raising awareness of human trafficking and slavery and does this by providing adequate training to those employees interacting with suppliers and other third parties.
- Veris Residential will not do business with, tolerate, or associate with organizations or entities that condone or are engaged in the practice of coercing or imposing of work with little or no freedom of choice.

2. Forced Labor and Child Labor

- Veris Residential strives to prevent forced labor, whether in the form of indentured labor, bonded labor, or prison labor and condemns confiscation, retention or withholding of worker identity documents or other valuable items, including work permits and travel documentation to bind workers to employment or restrict their freedom of movement.
- In line with the International Labour Organization (ILO) Minimum Age Convention, Veris Residential does not engage in the unlawful employment or exploitation of children in the workplace and is committed to combatting any such behaviour by its suppliers or other third parties.

3. Working Conditions

- Veris Residential is committed to preventing exploitation of its workforce and complies with all laws and regulations related to wages Veris Residential pays its employees and the hours they work.
- Veris Residential strives to improve labor standards, respects its employees' contributions, and rewards them fairly, supporting the employees' right to earn a fair and living wage.

4. Discrimination and Prejudice

- Veris Residential is an equal opportunity employer adhering to a policy of non-discrimination in accordance with federal and state laws.
- Employment opportunities are made available to all individuals based on experience, skills, qualifications and references, without regard to race, color, sex, religion, national origin, age, disability, veteran status, citizenship, sexual orientation, gender identity, marital status or otherwise. The same non-discrimination principle applies to all other aspects of employment including promotions, remuneration, training, benefits and others.

- As a certified minority business enterprise (MBE) and signatory to the **UN Women Empowerment Principles**, Veris Residential is committed to protecting the rights of women and minority groups.

5. Health and Safety in the Workplace

- Veris Residential recognizes safety, security and health of its employees is of paramount importance. The Company's goal is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements across all operations.
- Veris Residential is also committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.

Governance and Other

This Policy applies to all of Veris Residential's employees at all levels including executive officers and directors, across all of its operations disregarding location. Veris Residential also expects business partners and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.



Veris Residential recognizes the importance of raising awareness of human rights and provides its employees with training and other resources with respect to items covered by this Policy.

Veris Residential recognizes that the commitments expressed in this Policy are part of an ongoing process. The Company is committed to continuous review of its reporting practices, training and communication to consider enhancements and will continue to include and engage with stakeholders on human rights issues.

Any concerns about violations of or misconduct related to this Policy may be reported in confidence to the General Counsel or Vice President, Human Resources. This Policy prohibits retaliation against any individual who complains of, or reports an instance of, violation of this Policy or participates in an investigation of a complaint.