

# Brandywine Realty Trust

## Human Rights Policy

### **I. Respect for Human Rights**

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Respect for human rights is a foundational value of Brandywine. Brandywine endeavors to respect and promote human rights in our relationships with our employees, tenants, vendors and within the greater community in which we operate.

### **II. Diversity and Inclusion**

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Brandywine values diversity and inclusion of our stakeholders. We are committed to equal opportunity for all qualified individuals, the protection of women's rights and the protection of minority group rights, including people of color. We pursue a workplace free of harassment, retaliation and unlawful discrimination. Brandywine discourages discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, ancestry, color, religion, gender, identity or expression, marital status, national origin, age, disability, pregnancy, citizenship, veteran status or military service obligation.

### **III. Workplace Safety and Security**

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The safety and security of those with whom we work is of utmost importance. Brandywine complies with applicable safety and health laws and regulations. Brandywine employees have access to our Corporate Safety Manual, the requirements of which are based on the Federal Occupational Safety & Health Administration's Regulations, as appropriate. Brandywine does not tolerate violence or threats of violence in the workplace.

### **IV. Privacy**

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Brandywine respects the privacy of our employees and those with whom we work.

### **V. Work Hours, Wages and Benefits**

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Brandywine compensates our employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements and applicable legal standards. We work to ensure compliance with local labor laws and standards regarding working hours, minimum wage, overtime, public holidays and payday requirements. Each of our employees is entitled to a copy of our Employee Handbook, which sets forth policies and procedures with respect to their employment. Brandywine strives to improve the standards of living and quality of life for our employees, tenants and communities.

### **VI. Freedom of Association and Collective Bargaining**

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Brandywine respects employees' right to associate freely without fear of reprisal, intimidation or harassment. In the event that any of our employees are represented by a legally recognized union, we are committed to bargaining in good faith with that union.

## VII. Forced Labor, Human Trafficking, and Child Labor

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Brandywine prohibits the use of any form of forced labor and any form of human trafficking. We also prohibit the use of child labor. Brandywine maintains a no tolerance policy for employees, suppliers and vendors in violation of our company standards regarding slavery and human trafficking.

## VIII. Right to Water

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Brandywine recognizes that the right to water is a fundamental human right.

## IX. Employee Training and Professional Development

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Brandywine promotes professional growth for its employees and encourages ongoing education and association involvement that are mutually beneficial to the employee and Brandywine. Our employees and their managers are also required to be trained about non-discrimination, sexual harassment, and other important human resource topics.

### Scope, Limitations, Guidance and Reporting for Employees:

- This Policy applies to any and all operations and locations of Brandywine Realty Trust and our direct and indirect subsidiaries. We expect each of our vendors, suppliers and partners to adhere to this Policy and adopt similar policies to govern their own businesses. This Policy is overseen by the Governance Committee of our Board of Trustees and may be amended at any time. This policy is not intended to, and does not, grant any rights to any director, officer, employee, tenant, supplier, stockholder or any other person or entity. It does not constitute or create a contract of employment, express or implied, nor is it a modification of any existing terms of employment, nor does it affect the “at will” status or collective bargaining rights of any Brandywine employee. This Policy is intended to supplement (and does not supersede) separate compliance codes and policies applicable to our employees and vendors.
- Reporting of Questionable Behavior or Possible Violations: In the event there is a concern that anyone connected with Brandywine may have engaged or is about to engage in behavior in violation of this Policy, the matter should be promptly brought to the attention of Brandywine’s General Counsel. If you do not believe that talking to our General Counsel is appropriate, if you are uncomfortable doing so, or if it does not result in a satisfactory response, then you should contact our CEO or report such issue to our Ethics Hotline.
  - Ethics Hotline: The Hotline is maintained by an independent service provider, is available at all hours of the day and night, and may be used in all major languages. Reports can be made anonymously. The confidential Hotline can be accessed by telephone or the internet as follows:
    - For callers from the U.S., Canada and Puerto Rico is: 📞 [1-844-848-6595 \(toll-free\)](tel:1-844-848-6595).
    - Through the following web intake site: [www.brandywinerealty.ethicspoint.com](http://www.brandywinerealty.ethicspoint.com). You can make a report directly through this website.