

# HUMAN RIGHTS POLICY

Effective January 1,  
2025



**EPR**  
Properties®

The Diversified Experiential REIT™



## INTRODUCTION

The vision of EPR Properties (“we” or the “Company”) is to become the premier experiential REIT, providing opportunities for members of our communities to enrich their lives with activities and experiences that create enduring memories. Our commitment to these communities includes respect for human rights, which is an integral part of our core values. We seek to respect and promote human rights in our relationships with our associates, partners, vendors, suppliers, tenants and borrowers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

Respect for all human rights, described in the United Nations Universal Declaration on Human Rights, is a reflection of the values we uphold. We believe that they are fundamental to promoting sustainable operations, and we strive to promote human rights in all business functions, including with our partners and supply chain. In accordance with our human resource policies, our Code of Business Conduct and all applicable laws and regulations in the communities in which we operate, we institute sound human rights practices within, and outside our operations that support responsible corporate citizenship. These protocols specifically address the protection of the human rights of individuals belonging to specific groups or populations that require particular attention including, indigenous peoples; women; national or ethnic, religious, and linguistic minority groups; persons with disabilities; and migrant workers and their families.

This Policy is derived from and is in conformance with the United Nations Universal Declaration on Human Rights and the United Nations Guiding Principles on Business and Human Rights. Fostering engagement with key stakeholder groups, including our shareholders, clients, colleagues, and community, is essential for identifying and addressing human rights risks,

while promoting the standards we set for ethical and responsible operating behaviors in the marketplace.

## SCOPE

This Policy applies to all of the operations of the Company and its direct and indirect subsidiaries, regardless of geographic location, and covers all of our properties and operations.

Associate Expectations: This Policy applies to all our associates as indicated through the Employee Handbook, the Code of Business Conduct and all relevant policies and procedures.

Vendor, Supplier and Partner Expectations: We expect our vendors, suppliers, and partners to uphold these principles and urge them to adopt similar policies within their own businesses. We expect our vendors, suppliers, and partners to be fair and just in all business dealings including the respect, health, and security of those they serve.

## DIVERSITY AND INCLUSION

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity in workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law. Recruitment, hiring, placement, development, training, compensation, and advancement may not be based on any of these factors but should instead be based on rational factors such as qualifications, performance, skills, and experience. We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace. We provide each of our associates with detailed policies and materials to provide information on equal opportunity, discrimination, and harassment.

## SAFE AND HEALTHY WORKPLACE

The safety and health of our associates, vendors, suppliers, partners, tenants and borrowers is of paramount importance. We must not only comply with applicable safety and health laws and regulations, but also address and

remediate identified risks of accidents, injury, and health impacts. Our policies regarding health and safety are provided to our associates and encompass all our facilities and operations. Each of our associates is entitled to a copy of our Employee Handbook, which sets forth detailed instructions regarding safety issues.

## **WORKPLACE SECURITY**

We are committed to a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Each associate is entitled to a copy of our Employee Handbook, which details the standard of conduct regarding workplace security.

## **FORCED LABOR AND HUMAN TRAFFICKING**

We prohibit the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We also minimize risks by committing to work with well-established suppliers in our supply chain. We have a no tolerance policy for associates, partners, suppliers, and vendors in violation of our company standards regarding slavery and human trafficking and anyone in violation of those standards is subject to termination. We will work closely with the proper authorities to address any such instances that we become aware of.

## **HUMAN TRAFFICKING**

We strongly support eliminating human trafficking, which is a crime involving exploitation of persons for the purposes of compelled labor or a commercial sex act through the use of force, fraud, or coercion, and, where a person younger than 18 years old is induced to perform a commercial sex act, it is a crime regardless of whether there is any force, fraud, or coercion. We strictly prohibit associates from engaging in human trafficking-related activities, including, without limitation, sex trafficking, using force, fraud, or coercion to subject a person to involuntary servitude or obtaining labor from persons by threats of serious harm to that person or another person. In addition, we also prohibit associates from engaging in practices related to trafficking in persons, including, without limitation, denying access to or destroying an associate's identity or immigration documents and failing to provide an employment contract or other employment documentation where required by law. Any director, officer or associate having credible knowledge of a violation

of this CSR Policy or human trafficking at any of our properties must report such information immediately.

## **CHILD LABOR**

We comply with all laws and regulations in the communities in which we operate, which consistently prohibit the unlawful employment and exploitation of children in the workplace. Therefore, we will work closely with the proper authorities to address any such instances that we become aware of.

## **WORK HOURS, WAGES AND BENEFITS**

We compensate our associates competitively relative to the industry and local labor market, and in accordance with applicable legal standards. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits and other labor laws. We are committed to paying living wages under humane conditions. Each of our associates is entitled to clear, written information about their employment conditions with respect to wages before they enter employment and as appropriate throughout their term of employment.

## **ASSOCIATE TRAINING AND DEVELOPMENT**

The Company encourages professional growth for all of its associates. The general philosophy regarding education and association involvement is that such activities are encouraged when they align with an associate's current role and goals within the Company and are mutually beneficial to both the associate's personal growth and their role within the Company.

## **RIGHT TO WATER**

We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

## **FREEDOM OF ASSOCIATION**

Albeit not applicable to our business activities, the Company respects the rights of associates, and expects vendors, suppliers, and partners to comply with relevant laws and regulations concerning the freedom of association and collective bargaining.

## **TRANSPARENCY IN THE SUPPLY CHAIN**

We recognize that no business is immune from supply chain risks. Within our current business model, we are not directly associated with sourcing high-risk materials, or by hiring low-wage, unskilled workers, without legal immigration status. As we are committed to fostering strong and mutually beneficial partnerships, we aim to partner with other upstanding corporate citizens.

## **TRAINING, GUIDANCE AND REPORTING FOR ASSOCIATES**

In order to adequately convey our expectations, this Policy is shared when associates are hired and reviewed and acknowledged by associates on an annual basis. Training is also provided annually to all associates with respect to this Policy. Our associates should not accept any direction by their supervisor that is inconsistent with this Policy. If there is ever a concern that anyone connected with the Company may have engaged or is about to engage in any conduct in violation of this Policy, our associates should promptly bring the matter to the attention of our General Counsel, or anonymously through our Whistleblower Hotline at (877) 892-4085 or on-line on the Corporate Governance section of our website at [www.eprkc.com](http://www.eprkc.com) by clicking on “Submit Anonymous Information.”

## **POLICY OVERSIGHT**

This Policy was adopted by the Company’s Nominating/Company Governance Committee with the input of the Company’s Compensation and Human Capital Committee. The Nominating/Company Governance Committee has been authorized by the Board of Trustees to oversee the implementation of this Policy and will review the Policy at least annually.

We may waive application of the policies set forth in this Policy where circumstances warrant granting a waiver, subject to appropriate terms and conditions. This Policy is not intended to, and does not, grant any rights to any director, trustee, officer, associate, tenant, borrower, supplier, competitor, stockholder or any other person or entity.