

# **EPR VENDOR CODE OF CONDUCT**

Effective January 1, 2025



## VENDOR CODE OF CONDUCT

At EPR Properties (“we” or “the Company”), we strive to operate in a socially responsible and ethical manner. Our company’s core values both distinguish us and guide our business activities, as reflected on our website’s [Corporate Responsibility](#) area.

### Application

We have adopted the following Vendor Code of Conduct to state our expectations for our partners, suppliers, and vendors (“Company Vendors”) in relation to their Corporate Responsibility and environmental stewardship. In order to maintain our commitment to Corporate Responsibility, it is imperative that Company Vendors acknowledge the policy set forth in this document. All Company Vendors should conduct business in full compliance of the laws and regulations to their individual businesses.

### Safety and Security

We believe that a safe and secure work environment is critical to the success of our business. We seek to protect those in our corporate office while holding Company Vendors accountable to our standards. Company Vendors should uphold all legal obligations and ensure protection of all sensitive, proprietary, and confidential information. Company Vendors must monitor their use and management of our systems to maintain their integrity, availability, confidentiality, and protection.

### Human Rights and Labor Standards

We expect Company Vendors to uphold the same principles outlined in our [Human Rights Policy](#) and urge them to adopt similar policies within their own businesses. We expect Company Vendors to be fair and just in all business dealings including the respect, health, and security of those they serve, including:

- **Wages and Benefits:** The Company expects Company Vendors to comply with all applicable wage and compensation requirements under applicable labor laws for regular work, overtime, maximum hours, and other elements of compensation and employee benefits. EPR Properties encourages Company Vendors to pay living wages under humane conditions.
- **Freedom of Association:** We expect Company Vendors to comply with relevant laws and regulations concerning the freedom of association and collective bargaining.
- **Nondiscrimination:** We expect Company Vendors to be committed to equal opportunity in their 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.
- **Human Trafficking:** The Company expects Company Vendors will not engage in human trafficking in any capacity, including forced or child labor.
- **Prevention of Underage Labor:** The Company expects Company Vendors comply with all laws and regulations in the communities in which they operate, which consistently prohibit the unlawful employment and exploitation of children in the workplace.
- **Anti-Discrimination, Anti-Harassment and Anti-Retaliation:** We expect Company Vendors to meet the standards of all applicable anti-discrimination, anti-harassment, and anti-retaliation laws.

## Healthy & Safe Workplace

The Company expects Company Vendors to comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and health impacts.

## Environment

EPR Properties strives to integrate sustainable practices in all aspects of our business. From internal policies to tenant partnerships, we encourage responsible resource usage and environmentally smart choices. We also encourage Company Vendors to adopt these environmental commitments.

At minimum, we expect Company Vendors to comply with applicable environmental laws, including hazardous materials, emissions, waste, and wastewater discharges. We encourage Vendors to responsibly manage their utilities and building maintenance in a way that reduces their carbon footprint and undertake initiatives towards protecting the planet.

## Commitment to Vendor Diversity

Diversity in backgrounds, opinions and viewpoints is crucial not only in our organization but with the Company Vendors we partner with. We are committed to seeking out opportunities to work with vendors from historically underrepresented backgrounds and communities, including but not limited to racially and ethnically diverse vendors, to further economic inclusion.

## Anti-Corruption and Anti-Bribery

Company Vendors must comply with all applicable anti-corruption and anti-bribery laws of any country in which they operate, including the U.S. Foreign Corrupt Practices Act. Company Vendors are encouraged to review our [Code of Business Conduct](#) on our website.

## Antitrust

The Company expects Company Vendors will comply with applicable antitrust and fair competition laws.

## Reporting

Company Vendors must report and discuss any matter relating to actual or potential violations and noncompliance with laws and regulations with the Company's legal counsel.

## Policy Oversight

This Policy was adopted by the Company's Nominating/Company Governance 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.