

## VERIS RESIDENTIAL SUPPLIER CODE OF CONDUCT

The aim of this document ("Supplier Code of Conduct") is to set out ethical, social and environmental principles relating to the supply chain of Veris Residential, Inc. parent of Veris Residential Management Company, L.L.C. ("Veris Residential" or "Company").

All suppliers, including their subcontractors, agents and suppliers (together "Suppliers") are expected to conduct themselves in compliance with this Supplier Code of Conduct as well as other policies of the Company, if relevant, and applicable laws, rules and regulations. The Company reserves the right to check the Suppliers' compliance with the below principles and take compliance into considerations in determining whether to engage the Suppliers to provide product and/or services on an ongoing basis.

### ANTI-CORRUPTION

The Company will not tolerate any form of corruption, bribery or anti-competitive behavior within its supply chain.

### HUMAN RIGHTS

Veris Residential's Suppliers must follow all applicable labor laws, and be committed to the value of, and respect for all people. The Suppliers are responsible for respecting human rights in their operations and complying with the standards set forth in the **United Nations Universal Declaration of Human Rights** and by the **International Labour Organization (ILO)**.

The applicable standards include:

#### *Working Hours and Wages*

The Suppliers shall comply with all state and federal laws related to the remuneration paid to employees and the hours they work.

#### *Child Labor*

In line with the ILO Minimum Age Convention, the Suppliers shall not engage in or condone the unlawful employment or exploitation of children in the workplace and will be committed to combating the exploitation of children.

#### *Human Trafficking, Slavery and Right to Voluntary Labor*

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.

#### *Discrimination and Prejudice*

The highest standards of equality, diversity and inclusion are expected from the Suppliers, who are to ensure their workplace is free of harassment and discrimination based on a person's status such as race, colour, sex, religion, national origin, age, disability, veteran status, citizenship, marital status, sexual orientation, gender identity or otherwise.

#### *Freedom of Association*

The Suppliers shall recognize and respect the rights of employees to freely associate, organize and bargain collectively in accordance with state and federal laws, without fear of harassment, intimidation, penalty or reprisal.

### HEALTH AND SAFETY

The Suppliers shall comply with all health, safety, and security laws and limit worker exposure to potential dangers through proper design, engineering and administrative controls, preventive maintenance and safe work procedures.

### ENVIRONMENT AND SUSTAINABILITY

The Suppliers shall observe and comply with all applicable environmental laws and seek to minimize their impact on the environment.

The Suppliers shall seek opportunities that promote the efficient use of resources and energy and limit pollution. The Suppliers shall endeavor to minimize the impact of waste and encourage recycling.