



[As in effect on April 29, 2020]

## **STAG Industrial, Inc.**

### **Human Rights Policy**

At STAG Industrial, Inc. (the “Company”), we believe that demonstrating strong financial performance while also promoting awareness and respect for fundamental human rights is an essential part of our vision, values and plan for long-term value creation, business continuity and corporate success. Although many of the Company’s policies evidence our commitment to the respect and promotion of human rights, we continuously seek to address and improve our approach to the advancement of this global issue. We strive to conduct our business in a manner that is consistent with:

- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work;
- UN Guiding Principles on Business and Human Rights; and
- Universal Declaration of Human Rights.

Although governments have the ultimate responsibility for establishing and enforcing the fundamental human rights of their citizens, we believe that it is our social responsibility to contribute positively to the advancement of human rights in our operations. We believe that businesses in general can play a meaningful role in promoting the rights of others through collective collaboration and corporate accountability, and the Company strives to conduct its business in a manner that is consistent with fundamental human rights principles, including:

- opposing forced or compulsory labor and human trafficking (ILO 29, 105, 138 and 182);
- supporting freedom of association (ILO Convention 87 and 98);
- opposing child labor (ILO Conventions 138 and 182);
- supporting workplace health and safety (ILO Convention 155); and
- opposing discrimination relative to employment and occupation (ILO Conventions 100 and 111).

We believe that honoring and promoting fundamental human rights is consistent with our commitment to being a good corporate citizen and conducting our business in an honest and ethical manner. These principles of honesty and ethics are outlined in the Company’s Code of Business Conduct and Ethics (the “Code”) and underscore our commitment to acting in the letter and spirit of the law. We seek to operate in compliance with all applicable laws wherever we do business and believe in exercising sound judgment and acting ethically even where the law is not specific.

## Adoption and Oversight

The Nominating and Corporate Governance Committee is charged with considering and advising the Company's Board of Directors on social responsibility matters, reviewing and recommending appropriate social responsibility goals, policies and practices, and reviewing and monitoring key performance targets relating to social responsibility matters. In furtherance of this responsibility, the Nominating and Corporate Governance Committee commissioned the formation of a management-level Corporate Responsibility Committee that is tasked with adopting corporate responsibility policies and practices and strategically implementing them into the Company's business operations.

The Corporate Responsibility Committee adopted this Human Rights Policy (this "Policy"), effective April 29, 2020. This Policy is maintained by the Company's General Counsel. Substantive revisions to this Policy may be approved by the Corporate Responsibility Committee, including the Company's General Counsel, in conjunction with oversight by the Nominating and Corporate Governance Committee.

## Scope

We seek to identify our impact to human rights across our operations, including our activities at our corporate offices, in our portfolio properties, in our supply chain, and with our vendors and other business partners. We strive to create a safe, inclusive and respectful atmosphere in which our operations can flourish, and we expect the same commitment from the customers, vendors and partners we engage with. We strive to avoid contributing to adverse human rights impacts and seek to address, analyze and mitigate the human rights risks that arise in connection with our operations.

## Policies Within Our Operations

- **Equal Employment Opportunity.** We offer equal employment opportunities to all our employees without distinction as to the employee's demographic status (e.g., age, gender, religion, marital status, belief, race, ethnicity or nationality, political orientation, maternal status, sexual orientation or disability).
- **Anti-Discrimination.** We prohibit discrimination of any kind and strive to ensure that all employees are treated with the dignity and respect they deserve regardless of their demographic status (e.g., age, gender, religion, marital status, belief, race, ethnicity or nationality, political orientation, maternal status, sexual orientation or disability).
- **Ethical Behavior.** We ensure that all of our employees receive regular training on the requirements of the Code and other corporate policies, reporting violations or concerns, insider trading, and the principles outlined in this policy.
- **Privacy.** We conduct our business in line with the letter and spirit of applicable law and are committed to protecting individual employee data.
- **Community Development.** We seek to foster a corporate culture where our many stakeholders, including our employees, tenants, vendors and partners engage on the topic of community development and collaborate to extend resources towards the advancement of this principle.

- **Competitive Compensation.** We are committed to compensating our employees adequately and at competitive industry rates while, at the same time, monitoring our compensation programs to ensure we are continuously attracting and retaining top talent.
- **Training and Development.** We are committed to training and developing talent within our organization and, under the guidance of our executive management team, continuously seek opportunities to identify, train and promote employees to more senior positions.
- **Retention.** We continuously seek to understand and identify positions within our operation, if any, that are at a greater risk of employee turnover and strive to mitigate such risks through training and development programs tailored to specific positions or roles.
- **Safe Workplace.** We have zero-tolerance for any kind of violence, threats of violence, harassment or intimidating conduct, in any manner, in the workplace or at work related functions. We strive to ensure that all our employees are free to work in an environment that is safe from violence, threats of violence, harassment or intimidating conduct.
- **Health and Wellness.** We strive to create a safe and sustainable work environment where our employees are free to perform their jobs absent exposure to job-related illness or workplace accidents. We seek to provide our employees with competitive health and wellness benefits and ensure that they receive adequate and periodic health and safety training. We strive to identify, monitor, address and record workplace accidents should they arise with the aim of initiating preventative measures and ensuring business continuity.
- **Workplace Continuity.** We believe that each of our employees plays a significant role in our organization and that sustainability is important to any long-term successful operation. In order to ensure business continuity, we strive to ensure that our employees have the means to work remotely in the event that need should arise.

### **Policies Within Our Society**

We strive to perform the role of a responsible corporate citizen and to positively contribute to the advancement of human rights within our operations and our local communities. We believe that a responsible corporate citizen has a social responsibility to partner with organizations to promote a culture of social responsibility within its community. In furtherance of this belief, we strive to partner with and support local charitable organizations that we believe are contributing to the growth and development of the community, particularly at-risk youth. Where appropriate we strive to support multi-collaborative efforts to advance fundamental human rights standards for all businesses.