

## **Agree Realty Corporation**

### **Human Rights Policy**

Agree Realty is committed to respecting human rights in accordance with the UN Guiding Principles on Business and Human Rights for employees. We believe that all persons are entitled to be treated with dignity and respect. Our Human Rights Policy is in conjunction with our Employee Handbook, the Code of Business Conduct and Ethics, and all relevant policies and procedures. These policies drive engagement with key stakeholders, clients, colleagues, suppliers, and investors.

The Company is committed to maintaining a work environment that is free of any form of discrimination, including harassment, and providing equal opportunity on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity, or any other status protected by law.

**Diversity and Inclusion** – Agree is committed to the highest employment standards to attract high-quality diverse employees through a disciplined culture, providing Equal Employment Opportunities to all individuals, and compensation. The culture creates a disciplined and hard-working environment allowing for individuals to grow and reach new career opportunities. Agree is committed to compensating its workforce at competitive rates by market and equal pay for equal work.

**Forced Labor, Human Trafficking, and Child Labor** – Agree is opposed to and prohibits the use of child and forced labor in any form, as well as human trafficking. The Company adheres to and upholds all federal, state, and local employment laws and regulations designed to protect against child labor and follows the laws and regulations applicable to our areas of operation.

**Freedom of Association / Collective Bargaining** – Agree Realty believes that employees and vendors should have the right to bargain freely with employers. Moreover, Agree Realty respects employees and vendors rights regarding freedom of association, provided that they are in accordance with all applicable labor and employment laws.

**Health & Safety** – The Company strives to provide each team member with a safe and healthy work environment, including full compliance with all applicable health and safety laws and regulations, as well as compliance with internal health and safety policies. The Company forbids the use of violence, threatening behavior, physical intimidation and any other form of physical or mental abuse. We are committed to safe working conditions by ensuring that we follow applicable wage, work hours, overtime and benefit laws.

**Sexual Harassment** – Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature in any form are strictly prohibited. We have a zero-tolerance policy regarding sexual harassment in any setting.

**Statement on Supply Chain Standards** – Agree holds a high ethical standard regarding the selection and evaluation of the suppliers and vendors that we engage with. We expect our suppliers and vendors to provide safe and fair working conditions that comply with all employment matters.

Under our current operations, we are not engaged in high-risk material procurement. We remain committed to partnering with vendors and suppliers with honest and ethical business practices.

**Water and Sanitation as Fundamental Human Rights** – Agree upholds that access to clean water and sanitation are both fundamental human rights, respectively. We believe in accordance with the United Nations that access to clean water and sanitation are fundamental to the realization of global human rights.

**Reporting** – Agree’s policy is shared when employees are hired and is posted on the internal website for review. Employees have the ability to report any human rights violations, breaches, and/or concerns to the Chair of the Audit Committee and will not face retaliation for reporting human rights violations.

**Adopted:** December 16, 2022