



Human Rights Policy

As of June 15, 2020

Preferred Apartment Communities, Inc. ("PAC") is committed to the protection and advancement of human rights and to ensuring that our associates function with integrity.

The principles outlined in this Human Rights Policy relate to and confirm key commitments and principles in both our Code of Business Conduct & Ethics and our Employee Handbook.

PRINCIPLES

PAC's Human Rights Principles, set forth below, are our own. In developing our Principles, we have been informed by reference to such third-party international organizations as the United Nations and such instruments as its *Universal Declaration on Human Rights*, and the International Labor Organization's *1998 Declaration on Fundamental Principles and Rights at Work*. However, these Principles represent PAC's statement of its own standards on these subjects, rather than those of a third party.

- **Child Labor:** PAC prohibits the use of child labor, in accordance with ILO Convention 138.
- **Forced Labor:** PAC rejects the use of forced labor in all its forms, including prison or debt bondage labor, trafficking, and the lodging of deposits or identity papers by employers or by outside recruiters.
- **Occupational Health and Safety:** PAC recognizes the importance of the health, safety and environmental well-being of our associates and communities and is committed to safeguarding these objectives. We believe that health, safety and environmental goals can, and should, be consistent with the economic health of PAC. We will provide and maintain a safe and healthy work environment for our associates at all facilities and encourage open discussion with them of their health, safety and environmental concerns. A safe and healthy environment includes access to clean sanitary facilities and drinking water.
- **Discrimination:** As an equal opportunity employer, PAC values the diversity of the unique individuals who make up our team and do not discriminate on the basis of an individual's race, gender, age, color, religion, national origin, disability, sexual orientation, ancestry, genetic information, military service, creed, pregnancy, marital status, citizenship, gender identity, gender expression or any other status protected by applicable law.
- **Discipline:** PAC forbids any form of corporal punishment, mental or physical coercion, or verbal abuse.

- **Compensation:** PAC is committed to compensating its associates at competitive rates, in all cases at or above prevailing minimum wages. We are committed to paying compensation to all associates sufficient to meet their basic needs.
- **Anti-Corruption:** PAC prohibits corruption in all its forms, including extortion and bribery.

GOVERNANCE

Any concerns about violations of or misconduct related to our Human Rights Policy may be reported in confidence to our Internal Audit, Legal, or Human Resources Department or through PAC's anonymous reporting hotline at 1-844-449-7489.