



## Human Rights Policy

*As of February 12, 2021*

Community Healthcare Trust, Inc. ("CHCT") is committed to the protection and advancement of human rights and to ensuring that all members of our team function with integrity.

The principles outlined in this Human Rights Policy relate to and confirm key commitments and principles in both our Code of Ethics and Business Conduct and our Employee Handbook. Our Code of Ethics and Business Conduct is regularly updated and provided to all employees. Employees provide written confirmation that they have read and understood the Code annually.

### PRINCIPLES

CHCT'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 CHCT's statement of its own standards on these subjects, rather than those of a third party.

- **Child Labor:** CHCT prohibits the use of child labor, in accordance with ILO Convention 138.
- **Forced Labor:** CHCT 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:** CHCT recognizes the importance of the health, safety and environmental well-being of our employees 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 our Company. We will provide and maintain a safe and healthy work environment for our employees 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, CHCT 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:** CHCT forbids any form of corporal punishment, mental or physical coercion, or verbal abuse.
- **Harassment:** Harassment – sexual or otherwise, both overt and subtle – is a form of employee misconduct that is demeaning to others, undermines the integrity of the employment relationship, and is strictly prohibited. CHCT is committed to providing a work environment that is free from unlawful harassment, discrimination, and retaliation. Details of our policy are included in our Employee Handbook.
- **Compensation:** CHCT is committed to compensating its employees at competitive rates, in all cases above prevailing minimum wages. By paying all full-time employees the equivalent of at least \$20.00 per hour, we are committed to paying compensation sufficient to meet their basic needs and to being a Living Wage Company.
- **Anti-Corruption:** CHCT 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 anonymous whistleblower hotline at (615) 472-8353.