



## Human Rights Policy

*As of February 8, 2024*

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 about their health, safety, and environmental concerns. A safe and healthy environment includes access to clean sanitary facilities and drinking water.

- **Right to Water:** CHCT identifies the right to water as a fundamental human right. The right to water includes the availability of water in adequate quantity and quality, as well as access to appropriate sanitation facilities and hygiene education. The right to water should be ensured for all individuals, regardless of their socio-economic status, geographical location, gender, age, ethnicity, disability, or any other characteristic.
- **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. All employees receive mandatory unconscious bias and harassment prevention training.
- **Protection of Minority Groups' Rights:** CHCT acknowledges the existence and diversity of minority groups. By affirming the rights of minority groups, we commit ourselves to fostering an inclusive working culture and society, respecting diversity, and upholding the principles of equality and non-discrimination.
- **Protection of Women's Rights:** CHCT commits to promote gender equality as a fundamental principle, ensuring equal rights and opportunities for women in the workplace. We strongly condemn discrimination against women, including but not limited to gender-based violence, harassment, unequal pay, limited access to education and healthcare, and gender stereotypes.
- **Human Rights Training:** Through its online Human Rights training course, CHCT empowers its employees, and aims to foster a society that respects and upholds human dignity. Our Human Rights training plays a crucial role in promoting and implementing our Human Rights policy. It equips our employees with the knowledge, skills, and awareness necessary to protect human rights in various contexts.
- **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. We provide harassment training to all employees. We view this as an important component of the implementation of our human rights policy. Details of our policy are also included in our Employee Handbook.

- **Discipline:** CHCT forbids any form of corporal punishment, mental or physical coercion, or verbal abuse.
- **Collective Bargaining:** CHCT adheres to all local laws and regulations, including those that provide the local workforce with the rights to collective bargaining and freedom of association. Interference with workers seeking to organize or carry out union activities, using intimidation, retaliation or harassment in violation of applicable laws is wholly unacceptable.
- **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.
- **Stakeholder Engagement:** We seek to foster engagement with key stakeholder groups, including our shareholders, clients, colleagues, and community. We encourage our employees to be good stewards and better the community, through philanthropy efforts and sponsorship events. Where appropriate, we engage with a wide range of stakeholders on human rights issues related to our business.

## GOVERNANCE

Any concerns about violations of or misconduct related to our Human Rights Policy may be reported in confidence to anonymous whistleblower hotline at (629) 348-1927.