

NEPI
ROCKCASTLE

An aerial photograph of a city square, likely in Krakow, Poland, featuring a large, colorful 'G' tower (Galeria Krakowska) and modern buildings. The square is paved with a checkered pattern and has many people walking. The image is framed by a dark blue, jagged-edged border.

Human Rights Policy Statement

October 2025

Our Commitment

At NEPI Rockcastle, we are committed to respecting and advancing internationally recognized human rights across all our operations and value chains. We uphold the principles of the **International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines, and ILO Core Conventions.**

We recognize our responsibility to avoid causing or contributing to adverse human rights impacts and to address such impacts when they occur.

We also seek to identify, prevent, and mitigate human rights risks that may be connected to our operations, business relationships, or supply chains.

We implemented communication channels open to any stakeholder and easily accessible – through our Group Whistleblowing Policy and our Group Sustainability Communication Policy. These enable us to collect valuable information from any affected stakeholder, as well as provides them with means to inquire and obtain information, inform us of potential breaches or raise complaints.

We pledge to:

- Prevent, mitigate, and remediate adverse human rights impacts linked to our business
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- Embed human rights due diligence into decision-making, risk management, and procurement practices
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- Engage stakeholders, including employees, suppliers, tenants, and communities
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- Ensure transparency through public reporting and grievance mechanisms
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- Promote policy coherence across all business functions, including incentives, and performance metrics.

This commitment applies to all employees, contractors, suppliers, partners, and stakeholders directly or indirectly linked to our operations.

Embedding Human Rights Across Our Business

At NEPI Rockcastle, respect for human rights is a shared responsibility across all levels of our organization. Our Board of Directors and CEO provide strategic oversight and ensure that our human rights commitments are embedded in the way we do business. The Sustainability Department supports the implementation of due diligence processes and monitors progress, collaborating with Compliance, Legal, and Audit teams to promote integrity and transparency.

Human rights principles are integrated into daily business decisions across all departments. We monitor our operations to identify and respond to human rights risks. Through our Whistleblowing Channel and Sustainability Communication Policy, we provide safe and confidential ways for anyone to raise concerns without fear of retaliation.

We invest in training and awareness programs to strengthen our employees' understanding of fair labour practices, non-discrimination, and ethical conduct. Human rights considerations are also integrated into supplier selection, and procurement processes. Ongoing monitoring and periodic reviews support the company in managing human rights practices and aligning with international standards.



At NEPI Rockcastle,
we believe that
respecting human
rights is fundamental to
responsible business

We encourage all our partners and suppliers to uphold equivalent standards, apply preventive and corrective actions where risks are identified, and cooperate transparently in advancing respect for human rights.