

Human Rights Policy

Healthpeak Properties, Inc.

We aspire to reduce human rights risks throughout our operations, supply chain, and business partnerships. We expect our employees, suppliers, and business partners to abide by applicable human rights laws and standards.

We believe that inclusion and belonging are critical to a positive environment for our employees. We are committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination. We do not tolerate corruption, discrimination, or harassment. We strive to conduct our business in a manner consistent with the United Nations (UN) Guiding Principles on Business and Human Rights and the UN Universal Declaration of Human Rights (UDHR). We are a signatory to the UN Women's Empowerment Principles, which supports business practices that empower women, including equal pay, equal opportunity for career advancement, paid parental leave, and zero tolerance for sexual harassment in the workplace.

We support the protection of human rights for all, irrespective of race, color, religion, national or social origin, citizenship, marital status, gender (including pregnancy), gender identity, gender expression, sexual orientation, genetic information, age, disability or veteran status or other characteristic protected by law. We are committed to complying with applicable laws concerning employment and individuals' rights where we operate. We seek to provide a workplace environment free from acts of violence or threats of harassment, intimidation, and other unsafe or disruptive conditions. Our commitment to an inclusive, healthy, safe, and ethical workplace is incorporated within the provisions of our [Code of Business Conduct and Ethics](#), our [Vendor Code of Business Conduct and Ethics](#), as well as our human resources policies. We strive to comply with health and safety regulations applicable to our operations and disclose occupational health and safety performance information, including injuries, occupational diseases, and work-related fatalities, to OSHA annually, as required by law.

We are also committed to using voluntary labor and promoting fair wages. We prohibit any form of human trafficking, involuntary labor, or child labor in our business operations or supply chain. Workers must be no younger than the minimum age for employment under applicable federal and state laws. If we become aware of the use of forced labor in our operations, we will take action as required by applicable federal and state laws.