

# HUMAN RIGHTS STATEMENT

AvalonBay is committed to the protection and advancement of human rights and to ensuring that our operations in all of our regions function with integrity.

The principles outlined in this Human Rights Statement relate to and confirm key commitments and principles in both our Code of Business Conduct and our [Responsible Procurement Principles](#).

## PRINCIPLES

AvalonBay's Human Rights Principles, set forth below, are our own. In developing our Principles, we look to, among others, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Universal Declaration of Human Rights. However, these Principles represent AvalonBay's statement of its own standards on these subjects, rather than those of a third party.

- **Child Labor.** AvalonBay prohibits the use of child labor, in accordance with ILO Convention 138.
- **Forced Labor.** AvalonBay 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.
- **Health and Safety.** AvalonBay is committed to providing a safe and healthy work environment. We believe working without injury is a fundamental right, and we are committed to establishing workplaces that endeavor to be free from injury—at our construction sites, our offices, and our operating communities. We are committed to investing in and training for an Incident and Injury-Free (IIF) workplace as an organizing principle of our focus on health and safety.
- **Discrimination.** AvalonBay advocates fairness and equality of opportunity. AvalonBay makes employment decisions (e.g., hiring, promotions, terminations) without regard to a person's race, ethnicity, color, religion, sex, national origin, sexual orientation or gender identity, pregnancy, age, disability, military status, or any other status protected by the law (i.e., "Protected Status").
- **Discipline.** AvalonBay forbids any form of corporal punishment, mental or physical coercion, or verbal abuse.
- **Compensation.** AvalonBay's wages paid for a standard work week must meet at least legal minimum standards. We are committed to paying compensation to each associate sufficient to meet the associate's basic needs and to being a Living Wage Company.
- **Anti-Corruption.** AvalonBay prohibits corruption in all its forms, including extortion and bribery.
- **Freedom of Association and Right to Collective Bargaining.** AvalonBay respects the right of our associates to form and join trade unions and bargain collectively in accordance with the law.

## GOVERNANCE

AvalonBay's Human Resources group has responsibilities relating to the implementation of AvalonBay's Code of Business Conduct. All employees are required to complete Code of Business Conduct training annually. Any concerns about violations of or misconduct related to our Human Rights Statement may be reported in confidence to the Internal Audit group, the Human Resources group, or the Legal group, or through AvalonBay's anonymous reporting hotline.