

Aligned
Real Estate Investment Trust Plc

Human Rights Policy

September 2026

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1. Objective and Scope

At Aligned Real Estate Investment Trust PLC, we deeply value and respect all human rights, as outlined by the United Nations Universal Declaration of Human Rights. Human rights are the cornerstone of our sustainable operations, guiding our interactions with employees, tenants, partners, and the supply chain.

Our comprehensive human rights practices support responsible corporate citizenship, aligning with our Code of Business Conduct and Ethics and complying with applicable laws and regulations in our communities. This policy adheres to the Organisation for Economic Co-operation and Development's Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

We are committed to upholding an ethical and responsible organisation for our shareholders, employees, tenants, suppliers, vendors, and communities. Stakeholder involvement is integral in developing, implementing, and evaluating the effective outcomes of this policy.

This policy applies to all our employees, as stated in the Code of Business Conduct and Ethics, and extends to all relevant policies and procedures. We also expect fairness and justice in all business dealings from our vendors and suppliers, ensuring the respect, health, and security of those they serve.

2. Diversity and Inclusion

We embrace diversity, recognising that every member of our community brings unique experiences, enriching our organisation. We are committed to inclusive workplaces where fairness is extended to everyone, regardless of gender, age, race, colour, creed, or sexual orientation. Our responsibility includes addressing and eradicating prejudice, bigotry, and discrimination within our workplaces.

3. Child Labour

Complying with community laws and regulations, we strictly prohibit the unlawful employment and exploitation of children in our workplace. We collaborate with authorities to address any instances of child labour, including those involving our suppliers.

4. Forced Labour & Human Trafficking

We staunchly oppose all forms of forced or compulsory labour and human trafficking within our supply chain. We do not tolerate such acts and collaborate with authorities to address any such instances we become aware of.

5. Safe, Secure, and Equitable Working Conditions

Ensuring compliance with local laws and regulations, we prioritise safe working conditions. We also uphold applicable wage, work hours, overtime, and benefits laws, diligently striving for fair compensation and competitive benefits as an industry-leading employer. We expect our partners and vendors to uphold similar diligence in all employment matters, ensuring fair, safe, and equitable working conditions.

6. Transparency in the Supply Chain

Acknowledging supply chain risks, we aim to partner with responsible corporate citizens to minimise such risks. We do not associate directly with sourcing high-risk materials or employing low-wage, unskilled workers without legal immigration status.

7. Training & Reporting

To effectively communicate our expectations, we share this policy with employees upon hiring and review it annually. Employees are encouraged to report any human rights violations, breaches, or concerns in the communities where we operate to the Chairperson of the Board of Directors or the legal counsel for further investigation and remediation.