

## INTERRENT REAL ESTATE INVESTMENT TRUST

### HUMAN RIGHTS POLICY

This Human Rights Policy (“Policy”) aims to consolidate InterRent’s existing commitments to respecting human rights in its relationships with all stakeholders, including team members, residents, partners and suppliers. Respect for human rights and improving the lives of people involved in InterRent’s business activities are cornerstones of its business philosophy. With these goals in mind, InterRent seeks to support and promote human rights consistent with the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights (UDHR), UN Declaration on the Rights of Indigenous Peoples, and applicable Human Rights Codes in the jurisdictions within which it operates. InterRent upholds these principles in its relationships with team members, residents, partners, and suppliers. This Policy has been approved by the Human Resources and Compensation Committee of InterRent’s Board of Trustees and is overseen by its Chief Talent Officer.

This Policy applies to all operations of InterRent and its direct and indirect subsidiaries, regardless of geographic location, and covers all the communities InterRent serves. As per InterRent’s [Vendor Code of Conduct](#), any organization that supplies, furnishes, or otherwise provides goods and/or services to InterRent in any capacity is expected to operate in a manner consistent with this Policy. Any material non-compliance with this Policy may result in InterRent suspending or terminating its relationship with the Supplier, without any other prior notice.

#### *Inclusion, Diversity, Equity & Accessibility*

InterRent seeks to foster an environment in which all individuals are treated with respect and dignity and is committed to being an equal opportunity employer and does not tolerate discrimination or harassment on the basis of race, colour, religion, sex, national origin, gender, age, or disability or any other category protected by Canadian federal, provincial or local law or regulation. InterRent is also committed to making reasonable accommodations in compliance with applicable laws and regulations and is committed to actions and policies that assure fair employment, including equal treatment in hiring, promotion, training, compensation, termination, and corrective action. All new team members are required to review material in InterRent’s Code of Business Conduct and Ethics that includes information and detailed policies on equal opportunity, discrimination, and harassment. InterRent also requires all team members to participate in annual training that covers applicable accessibility legislation including the Accessibility for Ontarians with Disabilities Act. All individuals in leadership positions are required to undergo training that integrates diversity, equity and accessibility considerations into InterRent’s cultural and business practices.

#### *Safe, Secure and Healthy Workplace*

The safety and health of InterRent’s team members, residents, and suppliers is of paramount importance. InterRent will provide and maintain a safe and healthy work environment in accordance with industry standards and in compliance with legislative requirements and will also strive to identify and eliminate any foreseeable hazards which may result in property damage, accidents, or personal injury/illness. Acts of violence, harassment, or intimidation against or by any team member will not be tolerated, and InterRent will take all necessary and reasonable steps to protect team members from internal and external threats which may present unsafe or disruptive work conditions.

InterRent provides every team member with a copy of its Code of Business Conduct and Ethics, which sets forth detailed policies regarding health and safety issues. The Code of Business Conduct and Ethics

must be reviewed and formally acknowledged by all new team members and thereafter on an annual basis.

InterRent also maintains a Vendor Code of Conduct, which requires its suppliers to provide healthy and safe workplaces for their team members.

### *Anti-Slavery, Forced Labour, and Human Trafficking*

InterRent prohibits all forms of slavery, forced labour and human trafficking, including indentured labour, prison labour, bonded labour, modern forms of slavery and any form of human trafficking. InterRent complies with all laws and regulations in the jurisdictions in which it operates and has a zero-tolerance policy for team members, suppliers, or partners in violation of standards relating to slavery and human trafficking. Anyone found in violation of these standards is subject to termination.

### **Modern Slavery Statement**

Respect for human rights and improving the lives of people involved in our business activities are fundamental to our business philosophy. In line with this commitment, InterRent prohibits the use of forced labour and child labour in its supply chains. InterRent diligently adheres to all Canadian employment legislation when engaging its team members. InterRent believes that the risk of forced labour and child labour within its direct operations is minimal, given that its entire portfolio is located in Canada. InterRent provides a work environment that values diversity, respects human rights, and upholds the dignity of every individual. Establishing clear expectations of team members and suppliers is critically important to ensuring that modern slavery is not taking place in InterRent's business or supply chain. InterRent team members are guided by its Code of Business Conduct and Ethics and internal policies, while its suppliers are expected to adhere to InterRent's Vendor Code of Conduct.

### *Team Member Training and Development*

InterRent believes that continued education leads to self-improvement and recognizes that the skills and knowledge of its team members are critical to its success. Committed to the professional development of its team members, InterRent has programs in place to support their career growth. Full-time team members are offered a wide range of training opportunities, including internal online training and the option to qualify for educational assistance for programs at accredited colleges, universities, or professional designations. Additionally, InterRent maintains a program to ensure that new team members have access to mentorship and additional support, so they can excel and become comfortable in new positions.

InterRent provides training related to human rights to all team members and requires all new team members to receive training related to human rights within 30 days of commencing their employment.

### *Right to Water and Sanitation*

InterRent recognizes the right to water as a fundamental human right and respects the human need for safe and clean drinking water as well as adequate sanitation. InterRent recognizes that access to water and appropriate sanitation facilities is essential to everyone's well-being.

### *Stakeholder Engagement*

InterRent recognizes that its business activities affect a range of stakeholders, including its residents, team members, investors, and suppliers, as well as the neighborhoods surrounding the communities it serves. Stakeholder engagement is essential to the effective management of human rights issues and InterRent's aims to ensure that stakeholders' views and priorities are reflected in its policies. To that end, InterRent will continue to engage with its stakeholders to ensure that its human rights priorities evolve to reflect

relevant social topics and concerns over time.

### *Guidance and Reporting for Team Members*

InterRent's team members should always seek to align their actions with this Policy and should not accept any directive that would violate it. If there is ever a concern that there has been an actual or potential violation of this Policy, team members should contact their manager. If the manager is unable to resolve the issue or if a team member is uncomfortable discussing the issue with their manager, a team member should seek assistance from the Chief Talent Officer. There will be no reprisals against anyone for good faith reporting of compliance concerns.

Updated: Effective November 6, 2024