



# NETSTREIT

## **NETSTREIT HUMAN RIGHTS POLICY**

NETSTREIT Corp. (“NETSTREIT” or “the Company”) aims to positively engage with all its stakeholders, including the Company’s stockholders, employees, tenants, vendors, creditors, and communities. The Company is firmly committed to upholding, maintaining, and adhering to the enclosed Human Rights Policy (“the Policy”) when engaging with its employees

The Purpose of NETSTREIT’s Human Rights Policy is to advance fundamental human rights within the company. The Company aims to embed this commitment within its business operations. Consequently, the Policy will be shared with new hires at the Company, who are expected to acknowledge that they have read and understand the Human Rights Policy and its composite provisions, and subsequently comply with said provisions while employed by the Company. Each NETSTREIT employee is additionally required to execute an acknowledgement that they have read and understand the Policy and its composite provisions.

### **OUR COMMITMENT AND APPROACH**

#### **1. Commitment**

Respect for all human rights enumerated by the United Nations Universal Declaration on Human Rights, is held to be of critical importance to NETSTREIT. The Company’s commitment to promoting human rights extends throughout its business operations, the success of which the firm is tied to its respect for fundamental human rights. The Company is committed to citing these interactions firmly within the framework of the UN Declaration of Human Rights and United States human rights law. To pursue this objective, NETSTREIT is committed to ensuring human rights are embedded in the firm’s business operations and the pursuit of the Company’s sustainability goals.

#### **2. Policy Objectives**

The Human Rights Policy reflects NETSTREIT’s commitment to respecting human rights as a core aspect of its business operations and sustainability initiatives. The Policy also acts as the Company’s guidance on human rights when engaging with NETSTREIT and NETSTREIT’s stakeholders. Furthermore, it is the basis of the Company’s engagement with relevant human rights laws and regulations across the suite of its operations. Finally, the Policy acts as a standard of accountability that NETSTREIT holds itself to with respect to human rights in the workplace.

#### **3. Coverage and Scope**

The Human Rights Policy is active across all of NETSTREIT’s operations, without prejudice to location or geography.



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The Company expects that all employees acknowledge the Policy and provisions therein. Subsequently, employees will be expected to act in full compliance with the Policy and the human rights recognized under the UN Universal Declaration on Human Rights.

## **OUR PROVISIONS**

### **Diversity, Equity, and Inclusion (DEI)**

NETSTREIT maintains its long-standing commitment to being an inclusive workplace that supports and celebrates diversity. The Company strongly values diversity in the workplace and continues its efforts to further foster equity and inclusion at NETSTREIT through its Diversity, Equity and Inclusion Policy and DEI initiatives. As part of these initiatives, NETSTREIT does not tolerate harassment, retaliatory, disrespectful, or inappropriate behavior in the workplace or in any work-related settings.

Additionally, NETSTREIT is committed to equal opportunity in the workplace. Under this commitment, the Company will attempt to cultivate a working environment free from discrimination and harassment related to race, color, nationality, social origin, ethnicity, religion, sexual orientation, gender identity, gender expression, religious beliefs or religious identity, disability, political opinion, or other elements of personal identity captured by statutes or regulations.

NETSTREIT provides employees with information on equal opportunity and harassment in the workplace.

### **Work Hours, Wages and Benefits**

NETSTREIT is committed to compensating employees equitably, fairly, and competitively. This extends to benefits provision as well. NETSTREIT is additionally committed to ensuring its compensation and benefits packages comply with relevant legislation on wages, working hours, overtime, benefits, and other labor rights matters.

### **Freedom of Association**

NETSTREIT commits to respecting its employees' rights to freely associate and bargain collectively. The Company respects its employees' freedom to form, join, or elect not to join a labor union, and believes these freedoms should be recognized without fear of retaliatory action, intimidation, or harassment.

### **Supply Chain Transparency**

NETSTREIT acknowledges that third-party relationships can introduce risks to its business operations. NETSTREIT does not employ individuals without working status or clearance to work in its areas of operation and expects third-party providers will uphold similar



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commitments. The Company does not source high-risk materials that introduce human rights risks to its supply chain.

## **Child Labor**

NETSTREIT prohibits the use of child labor and is firmly committed to all minimum working age laws, child labor laws, and other relevant regulations on this matter. The Company further commits to cooperate with relevant authorities to address any violations or suspected violations of child labor laws.

## **Forced Labor and Human Trafficking**

NETSTREIT repudiates forced labor and human trafficking in all its forms. Should the Company become aware of said violations, it is committed to working with relevant authorities to address violations of forced labor and human trafficking laws. The Company further expects that its business partners and parties it does business with will similarly be free of labor rights abuses including forced labor and human trafficking.

Under this Policy, NETSTREIT maintains a zero-tolerance approach to instances of employees, tenants, and vendors who violate these standards. Employees found to violate these standards will be subject to immediate termination.

## **BREACHES AND REPORTING**

When read alongside NETSTREIT's Code of Business Conduct and Ethics, the Human Rights Policy should establish a basis for ensuring that the Company's expected standards for business operations, fair treatment, and respect for dignity at work. These continue to be a vital priority to NETSTREIT as part of the Company's objective of operating based on sound business practices.

The Policy binds all of the Company's employees. Should a NETSTREIT employee believe that the Human Rights Policy has been violated, they may report said violation through the following channels:

1. Directly to NETSTREIT's Chief Executive Officer or Chief Financial Officer, or
2. Anonymously through the Company's 24/7 Ethics Helpline at 800-916-7037 or online at [https://irdirect.net/NTST/whistleblower\\_iframe/](https://irdirect.net/NTST/whistleblower_iframe/).

In order to safeguard reporting parties and the Company's aim to operate transparently, the Code of Business Conduct and Ethics includes provisions preventing retaliatory action in the wake of reporting violations and potential violations of the Code.