



Easterly Government Properties, Inc.

Environmental Sustainability and Social Responsibility Policy

Easterly Government Properties, Inc. (“Easterly” or the “Company”) is an internally managed real estate investment trust (REIT), focused primarily on the acquisition, development, and management of Class A commercial properties that are leased to U.S. Government agencies that serve essential functions. We generate substantially all of our revenue by leasing our properties to such agencies, either directly or through the U.S. General Services Administration (“GSA”).

Easterly is committed to promoting a culture of corporate responsibility and continually strives to improve its environmental sustainability and social responsibility initiatives, programs and policies. We believe that the implementation of sound social and environmental practices throughout the Company’s business and operations will provide benefits to our tenants, including our U.S. government tenant agencies, shareholders and employees as well as the communities in which our properties are located.

Policy Oversight

The Company’s Environmental, Social and Governance Committee (the “ESG Committee”) adopted this Environmental Sustainability and Social Responsibility Policy (this “Policy”), effective December 10, 2020. The ESG Committee is an internal, multi-disciplinary body formed to support the Company’s on-going commitment to environmental, sustainability, employee health and safety, social responsibility, corporate governance, and other public policy matters relevant to the Company. The ESG Committee is comprised of executive officers and senior employees across the breadth of the Company’s operations. The ESG Committee will review this Policy periodically and substantive revisions to this Policy must be approved by the ESG Committee.

Environmental Sustainability

We recognize that the ownership of real estate can have a significant impact on the environment. As a result, we are committed to implementing environmentally sustainable practices at our corporate headquarters and working with our tenants to identify and implement environmentally sustainable programs within our portfolio.

Corporate Headquarters

We believe that promoting sustainable environmental practices in the workplace can lead to a more vibrant and productive work environment for our employees. We demonstrate our commitment to environmental sustainability initiatives at our corporate offices through the implementation of the following:

- Recycling materials such as aluminum, paper and plastic;
- Utilizing automatic LED lighting control system;
- Encouraging employees to power down equipment at the end of the day;
- Using ENERGY STAR certified computers, monitors, copiers and printers;
- Encouraging a paperless environment;
- Providing employees with complimentary filtered water; and
- Encouraging employees to use sustainable commuting options.

Easterly's Portfolio

Our commitment to sustainability begins when we acquire a property. In evaluating new investments, we seek to obtain an environmental site assessment of the property (Phase I) as part of our underwriting efforts to evaluate the environmental condition of the property, including whether there is indication of any release of hazardous substances, chemical or waste storage, or other environmental concerns or risks, and to determine whether the property and its operations meet certain environmental standards.

Although our tenants, including our U.S. Government tenant agencies, generally maintain operational control of our properties, we seek to minimize the portfolio's impact on the surrounding environment through the use of sustainable building materials and energy efficient upgrades. We actively seek out opportunities to better assess our portfolio's performance and explore methods to improve efficiency over time. In addition, we are committed to increasing the energy efficiency of our portfolio properties by identifying, adopting and implementing strategic management approaches designed to mitigate the reliance on non-renewable energy sources and capitalize on the opportunities provided by clean or renewable energy sources. In furtherance of that commitment, we continually strive to work collaboratively with our tenants by implementing environmentally-driven energy efficiency programs.

We strive to work collaboratively with our tenants by implementing environmentally-driven energy efficiency programs and low carbon emissions solutions. Easterly intends to continue its commitment in the following areas:

- Implementing benchmarking of portfolio properties in the U.S. Environmental Protection Agency's ENERGY STAR Portfolio Manager to track energy and water usage over time, set goals and recognize high performance properties;
- Committing to increasing our energy data transparency by providing whole-building ENERGY STAR scores annually to tenants upon request;

- Seeking opportunities to grow the Company’s portfolio of LEED certified properties;
- Establishing recycling programs in coordination with our tenants’ operations;
- Procuring and utilizing interior cleaning, paper, and landscaping products the comply with U.S. Government Green Procurement guidance;
- Promoting the use of sustainable features in our construction projects;
- Seeking opportunities to establish a solar program by evaluating our entire portfolio for opportunities to deploy solar equipment and establishing a pilot program for our portfolio; and
- Implementing environmentally-driven energy efficiency programs that help the U.S. Government achieve its conservation and efficiency goals, including for example:
 - LED lighting retrofits;
 - Installation of EPA WaterSense® plumbing fixtures in renovated restrooms;
 - Installation of pre-cooling systems;
 - Proactive maintenance and replacement of major building equipment with more energy-efficient components;
 - Retro-commissioning of building systems;
 - Installation of smart controls and upgraded building automation systems for improved HVAC system operations; and
 - Installation of exterior irrigation systems that adjust operation based on rainfall and/or utilize “gray water”.

Additionally, Easterly is committed to supporting small businesses in the communities in which we operate. As such, over time Easterly is developing small business utilization goals to ensure that we continue to be positive contributors to the communities supporting the operations of our portfolio.

Social Responsibility

At Easterly, we are committed to providing an inclusive and engaging work environment that generates long-term value for our employees and shareholders. We strive to provide a diverse and safe workplace by promoting the health, wellness and development of our employees while upholding our corporate responsibility as a public company for the benefit of our shareholders and tenants.

Community Outreach

We believe in taking an active role in bettering our communities through community service and outreach. Easterly is committed to being a good corporate citizen by encouraging our employees to personally participate in volunteer activities. In addition, the Company actively seeks opportunities to partner with local non-profit organizations to better serve the communities in which our employees live and work.

Employee Compensation and Benefits

We believe we provide our employees with compensation and benefits that are competitive with those of our peers and competitors. We work to ensure full compliance with applicable wage, work hours, overtime and benefits and other labor laws and are committed to paying living wages under humane conditions. Each of our employees is provided with clear, written information about their employment conditions with respect to wages before they enter employment and as appropriate throughout their term of employment, and a copy of our Employee Handbook, which sets forth detailed procedures, rights and benefits relating to their employment. We also periodically review and update our Employee Handbook to ensure that our policies are in line with best practices and industry standards.

Employee Health and Safety

We recognize the importance of the health, safety and environmental well-being of our employees, and are committed to providing and maintaining a healthy work environment that includes access to clean, sanitary facilities and a tobacco and smoke-free workplace. We encourage open discussion with our employees regarding their health, safety and environmental concerns. Each of our employees is provided with a copy of our Employee Handbook, a portion of which is specifically devoted to safety and security, and we have prominently posted in each of our corporate offices those notices required by the U.S. Occupational Safety and Health Administration (OSHA) to let our employees know that they have the right to a safe workplace, to raise safety or health concerns with us or with OSHA, to receive information and training on job hazards, including hazardous substances, and addressing other workplace health and safety matters.

We recognize that our growth and success depend on teamwork and the individual contribution of each and every person we employ. As a result, the physical fitness, mental well-being and social connectedness of our employees is an important component of our business and overall success. Easterly supports its employees' health and wellness by providing the following:

- In-building state-of-the-art fitness center with locker room and shower access;
- Bike storage;
- Sit/Stand-up desks;
- Ergonomic support;
- Complimentary healthy foods in the company kitchen;
- Lactation breaks for nursing mothers;
- A wellness room;
- Frequent team building activities; and
- Flexible work accommodations to meet specific employee needs.

Diversity and Inclusion

We value and promote the diversity and inclusion of the people with whom we work. We are committed to equal opportunity in the workplace that is free from discrimination or harassment on the basis of race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information or sexual orientation in accordance with applicable federal, state and local laws. We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace. We provide each of our employees with our Employee Handbook, which includes detailed policies and information on equal opportunity, discrimination and harassment, and we require each employee to sign an acknowledgement with respect to such policies.

Employee Training and Professional Development

We encourage our employees to take advantage of various internal training opportunities and those provided by outside service providers to the extent these are business related. For example, all corporate employees, including members of our management team, are trained annually about the business and structure of our company and the important laws and policies that affect the Company with a focus on ethics, compliance and internal controls. Our employees also receive extensive and ongoing training concerning important cybersecurity issues. Many of our employees also hold professional licenses and we encourage them, and in many cases reimburse them, to attend ongoing continuing professional education such as is typically required of certified public accountants. We also provide all our employees with biannual performance and career development reviews.

Freedom of Association and Collective Bargaining

We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation or harassment. In the event that any of our employees are represented by a legally recognized union, we are committed to bargaining in good faith with that union.

Human Rights

Respect for human rights is one of our fundamental values. We strive to respect and promote human rights in our relationships with our employees, vendors and tenants and support the principles of the Universal Declaration of Human Rights and the human rights protections set forth in the laws of the United States, and the states and communities in which we operate.

Child Labor and Forced Labor

We strictly prohibit the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We seek to work with well-established vendors who, to our knowledge, do not engage in forced labor and human trafficking. We comply with all local minimum working age laws and requirements and prohibit the use of child labor.

Anti-Corruption Policies

In accordance with our Code of Business Conduct and Ethics, we prohibit corruption in all its forms, including bribery, kickbacks or other improper payments, transfers or receipts. In addition, pursuant to our policies governing Company and employee interactions with the Federal government, employees may not offer, solicit, or accept anything of value, including money, gifts, or entertainment, to a customer or from a supplier, vendor, or subcontractor where doing so would influence the award of Government contracts or subcontracts, or the performance of Government contracts or subcontracts. The policy also applies to the family members of Company employees, and persons living in the same household with a Company employee (whether or not family or otherwise related). All employees, including members of the management team, are made aware and reminded of the Company's zero tolerance approach with respect to anti-corruption policies in mandatory annual training sessions.

This Policy does not, in any way, constitute an employment contract, an assurance of continued employment or a guarantee of continuing Company policies. We reserve the right to amend, supplement or discontinue this Policy and the matters addressed herein without prior notice, at any time. This Policy is not intended to and does not create any rights in any employee, director, tenant, vendor, competitor, stockholder or any other person or entity.