



Easterly Government Properties, Inc.
Environmental Sustainability, Social Responsibility & Human Rights Policy

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Easterly Government Properties, Inc.

Environmental Sustainability, Social Responsibility & Human Rights Policy

Introduction

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, social responsibility and human rights initiatives, programs and policies. We believe that the implementation of sound social, human rights 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 and Board Involvement

The Nominating and Corporate Governance Committee (the “NCG Committee”) of the Company’s Board of Directors (the “Board”) is charged with considering and advising the Board on environmental (including climate change), social, human rights and related governance (“ESG”) matters and reviewing and recommending appropriate environmental sustainability and social and human rights responsibility goals, policies and practices.

In furtherance of these responsibilities, this Environmental Sustainability, Social Responsibility & Human Rights Policy (this “Policy”) is overseen and reviewed periodically, but no less than annually, by the NCG Committee. The Company’s Environmental, Social and Governance Committee (the “ESG Committee”) adopted this Policy on December 10, 2020 and amended this Policy on May 13, 2021 with oversight by the NCG Committee. 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, human rights, 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 who meet regularly throughout the year. This Policy is maintained by our General Counsel. Substantive revisions may 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 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 that 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 & Human Rights

Easterly is 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 update our Employee Handbook to ensure that our policies are in line with best practices and industry standards.

Health and Safety

We recognize the importance of the health, safety and environmental well-being of our employees, vendors and tenants, 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 must not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury, and health impacts. Our policies regarding health and safety are provided to our employees, vendors, and tenants, and encompass all our facilities and operations. We encourage open discussion with our employees regarding their health, safety and environmental concerns. Each of our employees is entitled to a copy of our Employee Handbook, which sets forth detailed instructions regarding safety issues, 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.

Workplace Security

We are committed to a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Each employee is entitled to a copy of our Employee Handbook, which details the standard of conduct regarding workplace security.

Employee Training and Professional Development

Easterly encourages professional growth for all of its employees and seeks to facilitate and foster educational and professional opportunities that are mutually beneficial to both the employee's personal growth and their role within the Company.

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 Fundamentals

Respect for human rights is paramount at Easterly. We are committed to upholding respect and human dignity and seek to promote human rights in all our relationships with our employees, vendors and tenants. Our [Code of Business Conduct and Ethics](#) and our [Vendor Code of Conduct](#) reflect the responsibility to respect human rights in all business functions, including our supply chain. Our aim is to help increase the enjoyment of human rights within the communities in which we operate and foster engagement with each of these groups so that we may seek to further the identification and promotion of human rights. To this end, we support and seek opportunities to promote 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.

This policy applies to all of our operations regardless of geographic location and covers all of our properties. We expect our vendors to uphold these principles and urge them to adopt similar policies within their own businesses.

Diversity & Inclusion

We value and advance the diversity of our Company and the inclusion of the people with whom we work, including women and minority groups. 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 value diversity and inclusion in our recruitment, hiring, placement, development, training, compensation, and advancement practices. We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace. Annually, we will ensure our employees are aware of this Human Rights Policy, and will follow up with a written acknowledgement of review and education.

Child Labor, Forced Labor and Human Trafficking

Easterly will not tolerate the use of any form of forced or compulsory labor and/or human trafficking. We 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 are committed to developing a framework for identifying the potential for human trafficking in our supply chain and minimize risks by committing to work with well-established suppliers and vendors who adhere to our [Vendor Code of Conduct](#), which prohibits forced labor and human trafficking. We have a no tolerance policy for employees, suppliers and vendors in violation of our company standards regarding slavery and human trafficking and anyone in violation of those standards is subject to termination. We comply with all local minimum working age laws and requirements and prohibit the use of child labor. We will work closely with the proper authorities to address any such instances that we become aware of.

Right to Water

We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

Guidance and Reporting for Employees

Our employees should not accept any direction by their supervisor that is inconsistent with this Policy. If there is ever a concern that anyone connected with our company may have engaged or is about to engage in any conduct in violation of this Policy, our employees should promptly bring the matter to the attention of our General Counsel. If an employee does not believe that talking to our General Counsel is appropriate, if they are uncomfortable doing so, or if it does not result in a response with which they are comfortable, then they should contact any of our other executive officers or any member of the Board, including but not limited to either of the following methods:

- in writing (which may be done anonymously as described in our Code of Business Conduct and Ethics under “Reporting; Anonymity; Retaliation”), addressed to an executive officer or any member of the Board by U.S. mail to Easterly Government Properties, Inc., 2001 K Street, NW, Suite 775 North, Washington, D.C. 20006, or
- by email to flogan@easterlyreit.com (anonymity cannot be maintained).

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. This Policy may contain “forward-looking statements” (“expects”, “will,” etc.) that, by their nature, may not come to pass. If there is any discrepancy or omission that is at odds with any current applicable local state or federal law, regulation or ordinance, or collective bargaining agreement provision (collectively, “Applicable Law”), then Applicable Law shall prevail.