

CBL'S COMMITMENT TO HUMAN RIGHTS

For more than four decades, CBL Properties has been giving back to the communities that surround our properties across the country - striving to improve the quality of life in these communities by being a destination of choice.

Our respect for human rights is a core value of our organization. At our properties, as well as across our workforce, we are committed to creating welcoming environments that exemplify the respect for and enablement to enjoy such rights.

The purpose of this human rights statement is to affirm our commitment to protecting human rights in support of the UN Guiding Principles on Business and Human Rights* in our workplace and at our properties. We do so by maintaining policies and practices for our business, our people, and our vendors that include the following:

- We believe in fostering a safe and inclusive workplace and maintaining an environment where discrimination and workplace harassment is not tolerated. As reflected in the Code of Business Ethics and Conduct, the Company is an Equal Opportunity and Affirmative Action Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment and subsequent opportunities for training, advancement, promotion, compensation (increases and/or reductions) and/or termination without regard to race, color, ethnicity, religion, national origin, gender, gender identity, age, pregnancy, disability, sexual orientation, veteran status, marital or familial status or any other status protected under local, state or federal laws. In addition, harassment on the basis of race, color, ethnicity, religion, national origin, gender, gender identity, age, pregnancy, disability, sexual orientation, veteran status, marital or familial status or any other status protected under local, state or federal laws will not be tolerated.
- We believe in having a diverse, inclusive, and equitable environment in our workplace on and at our properties. This is a key priority for our company. Senior leaders and employees have been empowered and given the necessary resources to support our diversity, inclusion, equity, and belonging program.
- We believe it is important to operate responsibly, and we fully comply with all employment laws, including those related to child labor, collective bargaining, forced labor, minimum wage, and excessive work hours.
- We understand our business partners have varying policies regarding human rights. This is why we maintain a Vendor Code of Conduct giving guidance to vendors in our supply chain to help them comply with all laws related to child labor, forced labor, minimum wage, excessive work hours, discrimination, and collective bargaining.

These policies apply to CBL, the properties we own, the properties in which we hold majority interest, and the properties we manage. We require all employees to comply with this human rights statement and related directives and policies.

We understand that the protection of human rights is a continuing effort. We are committed to monitoring compliance and have set standards in place to immediately address any issues that may arise.

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