



**Rexford
Industrial**

Rexford Industrial Realty Human Rights Policy

Introduction

Rexford Industrial Realty, Inc. (“Rexford”) firmly believes and upholds basic human rights, freedoms and standards of treatment regarded as belonging to all persons, regardless of race, ethnicity, color, religion, sex, age, sexual orientation, gender identity, national origin, disability, protected veteran status or any other legally protected status. We acknowledge and support the United Nations Universal Declaration of Human Rights. This policy is written in alignment with the United Nations Global Compact human rights principles.

We promote human rights in our relationships with our employees, tenants, suppliers, partners and all other stakeholders, and require compliance with our human rights policy by all. We are implementing periodic company-wide human rights due diligence, which includes systematic risk mapping across our operations, value chain and potential business relations to identify and mitigate potential issues, including those further detailed below. This review process covers our own employees, third-party employees, women and children and is updated as needed to address emerging risks or changes in our business activities. We are committed to engaging with all our stakeholders in developing, implementing and evaluating this policy’s effectiveness.

Freedom of Association

Rexford adheres to all federal and local laws and regulations and respects the right to collective bargaining and to join or form a labor union, without fear of reprisal, intimidation or harassment. In the case of employees represented by a legally recognized union, we are committed to engaging in open and constructive communication with union representatives.

Safe and Healthy Work Environment

Rexford is committed to excellence in workplace safety practices and performance. Our policy is to comply with applicable safety and health laws and regulations and to continuously review our approach, incorporating best practices. We do not tolerate threats, threatening behavior or acts of violence against employees, visitors, guests or other individuals by anyone on company property. Further details on Rexford’s approach are set out in Rexford’s Code of Conduct, Health and Safety Policy and Diversity and Inclusion Policy.

Wages and Benefits

We ensure full compliance with all wage, hour, overtime and benefits laws and are committed to ensuring fair wages for all employees. Our wages and benefits are competitive within our industry and local labor market, and working hours contribute to a healthy work-life balance.

Child Labor, Forced Labor and Human Trafficking

Rexford prohibits the exploitation of children as well as the use of illegal child labor, forced labor or human trafficking. Company personnel are required to ensure that all employees are legally eligible for employment, meet the minimum legal working age and are not coerced or otherwise forced to work for Rexford or its business partners including suppliers. We prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is required. Verifiable documentation of each employee's age and eligibility for employment is required and maintained as required by law. Rexford also ensures compliance with all federal, state and local employment regulations that prohibit forced labor and human trafficking. The risk assessment process discussed above enables Rexford to identify, remediate and prevent any future human rights risks including with respect to child labor, forced labor and human trafficking.

Right to Privacy

Rexford has a high respect for employee privacy and our employees' right to protect their personal information. Therefore, it is our policy to control the use and access to personal information that may affect an individual's employment status. We believe that this information must be carefully protected and should be shared only with those who have legitimate need for it.

Reporting

Rexford complies with all labor and employment laws and is dedicated to maintaining a workplace where respect for individual rights and safety is of the utmost importance. In our efforts to educate all employees about our policies on appropriate workplace behavior and treatment of others, we require all new hires to read and acknowledge our Code of Business Conduct and Ethics, and all active employees are required to do the same on an annual basis.

In the event of a violation of any of these human rights policies, employees are provided with our Ethics Hotline phone number and web address to make confidential reports of possible human rights violations. Reports may be made anonymously, and all reports are kept confidential to the extent practicable, consistent with applicable laws and the need to conduct an adequate investigation with appropriate leadership and Board of Directors oversight as needed.

Employee Training

All employees are required to complete training on Rexford's management of environmental, social, and governance issues. As part of this training, employees are educated on how Rexford promotes human rights in our relationships with employees, tenants, suppliers, and all other stakeholders.

Board and Executive Governance and Oversight

Rexford's ESG policies are reviewed on an annual basis and the Board of Directors and the Nominating and Corporate Governance Committee are advised of any recommended updates or changes.

This Human Rights Policy was approved and made effective by the Rexford Board of Directors on April 19, 2021; last updated December 26, 2024.