



## Human Rights Policy

Kilroy Realty Corporation (KRC) is committed to respecting human rights. We believe all persons are entitled to be treated with dignity and respect, and have adopted the following Human Rights Policy, which is aligned with the United Nations' Universal Declaration of Human Rights.

KRC human rights policies and directives are integrated within the company's wider standards literature, such as the employee codes of conduct and environmental management system (EMS). The collective of these policies are designed to ensure the following:

- A respect for the rights of all persons impacted, both directly and indirectly, by our business.
- Compliance with national laws and regulations regarding the protection of human rights.
- A commitment to respect all international human rights standards, including the Universal Declaration of Human Rights.
- Avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur.
- Prevent or mitigate adverse human rights impacts that are linked to the operations, products or services provided by our vendors, even if we have not contributed to those impacts.
- Promote and prioritize diversity and inclusivity.
- Provide safe and healthy workplaces, compliant with all applicable health and safety laws, regulation and internal directives.
- Sustain and safeguard spaces free of violence, harassment, intimidation and other unsafe or disruptive conditions.

For more policies and directives that inform and support this commitment to human rights please visit the 'Commitment' section of the [KRC website](#).