

Elevating every child & family toward a brighter future.



Vendor and Contractor Principles

Regency Centers.





Partner Principles

Introduction

Regency Centers (“Regency”) is committed to adopting best practices regarding corporate responsibility and promoting high standards of Environmental, Social and Governance (ESG) performance among its vendors and contractors. This commitment arises from our core values: doing what is right and sustaining superior results.

The organizations with which we work play an important role in Regency’s business success and we aim to foster strong and collaborative relationships with them. Our vendors and contractors should be familiar with our core values and Code of Business Conduct and Ethics as they underpin our vision to be the preeminent national owner, operator, and developer of neighborhood shopping centers.

These Principles will help us foster successful business relationships that create long term, sustainable value for our tenants, investors, communities and people.



Governance and Ethics

Regency expects ethical behavior from its employees and seeks to work with organizations that align with and endorse our principles. We expect that our vendors and contractors will become familiar with our Code of Business Conduct and Ethics and abide by it in all dealings with Regency including by:

- Ensuring high standards of transparency, disclosure and integrity in relation to business activities and financial performance;
- Ensuring that assets, property, information and position are used only for authorized and legitimate business purposes and are not misused for personal gain; and
- Having a whistle-blower policy or mechanism in place to protect staff or other persons who raise concerns in good faith.

Risk Management

Regency is committed to integrated and effective risk management and expects its vendors and contractors to take a comprehensive approach to identifying and managing risks, including risks in relation to the areas identified in these Principles. If a risk or breach arises, Regency encourages swift notification. The identification and notification of issues enables better management of potential solutions and impacts.

Good risk management should also address business continuity and emergency response planning.



Environment

Environmental risks can impact our business and affect the communities in which we operate. Regency expects vendors and contractors to identify, assess, manage and, as appropriate, communicate their environmental performance. This practice should cover the environmental impacts of goods and services, including the environmental impact of operations resulting from the goods or services.

In particular, as much as is reasonably practicable, Regency expects its vendors and contractors to:

- Demonstrate compliance with all applicable environmental laws, regulations and relevant international standards;
- Have an effective environmental policy and/or environmental management system in place to support environmental protection and mitigate environmental risk, where appropriate;
- Seek opportunities to improve the environmental performance of goods or services; and
- Make available all information regarding the environmental credentials of the goods or services provided.



Human Rights, Labor, and Workplace

Regency supports the protection of human rights and is guided by fundamental principles such as those in the United Nations Universal Declaration of Human Rights. We endeavor to promote human rights among our vendors and contractors by encouraging practices that actively identify, assess and manage human rights issues.

In particular, we expect our vendors and contractors to:

- Provide a safe workplace and mitigate health, safety and wellbeing risks as far as reasonably practicable;
- Not use child labor or any form of forced or involuntary labor;
- Provide a workplace where all employees are respected and treated respectfully;
- Provide a working environment free from harassment, discrimination and bullying, whether on the basis of gender, age, disability, ethnicity or cultural affiliation, sexual orientation, belief educational background or any other basis prohibited by applicable law;
- Respect the right for freedom of association;
- Provide fair and appropriate pay, benefits and working conditions;
- Provide relevant and appropriate training and development for employees; and
- Enable employees, as stakeholders in the business, to have their needs and input taken into account in relation to business operations.



Community

Regency is committed to the betterment of the communities in which we live and work. Philanthropy and giving back are cornerstones of what we do and who we are. We seek to work with organizations that value community engagement and align with our approach as appropriate to their business context and resources.

Diversity

Regency believes that a more diverse and inclusive workplace leads to better outcomes for our business, employees, tenants and investors. That is why our commitment to diversity and inclusion extends to creating greater opportunities for a diverse vendor and contractor base. Promoting equality and diversity through procurement is considered to be an important way to achieve this goal.

Assessment and Compliance

Regency reserves the right to carry out compliance assessments as we see fit to ensure alignment with our Principles. We expect vendors and contractors to fully respond and cooperate when action is required before, during or as a result of these assessments. If a significant ESG issue arises in which a vendor or contractor is involved, Regency may request an immediate onsite review.

It is the vendor's or contractor's responsibility to educate its employees, agents and subcontractors about the Principles in this document.



Raising Concerns About Improper Conduct

Regency's vendors and contractors are able to confidentially report concerns about improper conduct by Regency or the contracting organization through our AlertLine. Improper conduct includes, without limitation, a breach of law, a breach of Regency's Code of Conduct or policy, dangerous conduct, financial malpractice or unethical behavior.

Any genuine concerns about improper conduct may be reported in confidence to our AlertLine at 877 861 6669, or click www.regencycenters.ethicspoint.com to access the AlertLine online reporting tool.