

Elevating
every child & family
toward a brighter future.



Vendor Code of Conduct

Regency
Centers.





Table of Contents

INTRODUCTION AND PURPOSE [3](#)

1. BUSINESS INTEGRITY & ETHICS [4](#)

2. COMPLIANCE WITH LAWS AND REGULATIONS [5](#)

3. DATA PRIVACY & CONFIDENTIALITY [6](#)

4. QUALITY & PERFORMANCE STANDARDS. [7](#)

5. WORKPLACE PRACTICES [8](#)

6. ENVIRONMENTAL STEWARDSHIP & SUSTAINABILITY [9](#)

7. RESPONSIBLE SOURCING & SUBCONTRACTOR OVERSIGHT. [10](#)

8. HUMAN RIGHTS AND LABOR PRACTICES [11](#)

9. REPORTING CONCERNS & ACCOUNTABILITY [12](#)

10. ENFORCEMENT & REMEDIES [13](#)

CONCLUSION [13](#)



Introduction & Purpose

At Regency Centers, we build lasting relationships with our Business Partners based on trust, integrity, and shared responsibility. This Vendor Code of Conduct (“Code”) sets clear expectations for ethical business practices, environmental stewardship, and workplace conduct when doing business with Regency.

For purposes of this Code, “Business Partners” refers broadly to all third parties who provide goods or services to or on behalf of Regency, including but not limited to:

- Vendors and suppliers
- Contractors and consultants
- Subcontractors and their employees
- Affiliates and other representatives involved in delivering goods or services

Our Business Partners are essential partners in supporting Regency’s mission to create thriving environments for retailers and service providers to connect with surrounding neighborhoods and communities.

We expect our Business Partners to act responsibly, comply with this Code and any Regency policies and standards applicable to them, act consistently with Regency’s Code of Business Conduct and Ethics, and support our values and objectives reflected in the Corporate Responsibility Report and Policies.



1. Business Integrity & Ethics

Regency expects Business Partners to maintain the highest standards of honesty, integrity, and fairness in their dealings with us, our tenants, and other Regency stakeholders. Business Partners must:

- Maintain accurate and complete books and records
- Avoid conflicts of interest with Regency or even the appearance of impropriety, and promptly disclose any potential conflicts to Regency
- Compete fairly, openly and honestly in seeking our business
- Provide truthful, accurate information in proposals, contracts, and communications with us



2. Compliance with Laws and Regulations

Business Partners must comply with all applicable federal, state, and local laws, rules, and regulations in the jurisdictions where they operate. This includes, but is not limited to:

- Complying with labor and employment laws, including wages, working hours, and workplace conditions
- Following environmental and sustainability-related regulations and reporting requirements
- Adhering to health and safety laws
- Meeting data protection and privacy obligations
- Complying with all applicable anti-corruption, anti-bribery, antitrust and fair competition laws, including the U.S. Foreign Corrupt Practices Act (FCPA)
- Following all applicable tax and trade regulations



3. Data Privacy & Confidentiality

Given the sensitive nature of business information, Business Partners must:

- Comply with all applicable data privacy and security laws
- Protect Regency's confidential, proprietary, and personal information
- Maintain appropriate cybersecurity safeguards to prevent unauthorized access, disclosure, or misuse of Regency's data and information
- Promptly notify Regency of any cybersecurity incidents or data breaches affecting Regency data or systems
- Respect the intellectual property rights of Regency and third parties



4. Quality & Performance Standards

We expect our Business Partners to deliver high-quality goods and services that meet or exceed Regency's specifications. Business Partners should:

- Maintain strong internal quality control and assurance processes
- Proactively address performance issues and take corrective action when needed
- Deliver services and products on time and in accordance with agreed-upon requirements
- Continuously evaluate and improve processes to enhance quality and efficiency
- Encourage employee input on business operations and process improvements to help achieve quality and performance objectives



5. Workplace Practices

Regency values partners who create workplaces that are safe, respectful, and supportive of all employees' health, safety, and overall wellbeing. Business Partners are expected to:

- Treat all workers with dignity, fairness, and respect
- Provide a workplace free from harassment, discrimination, bullying, and abuse
- Support an inclusive environment where all individuals feel welcomed and respected
- Provide a safe, healthy and respectful workplace, including appropriate training, equipment, and protective measures, and practices that support employee wellbeing



6. Environmental Stewardship & Sustainability

Regency is committed to reducing environmental impacts and encourages Business Partners to support our sustainability objectives, as reflected in our Corporate Responsibility Report and Policies. Business Partners should:

- Comply with all applicable environmental laws and regulations and manage environmental impacts responsibly, including:
 - Managing energy efficiently and taking steps to minimize greenhouse gas emissions
 - Conserving water resources and ensuring proper management of wastewater discharge and air emissions in accordance with applicable regulations
 - Limit the use of hazardous materials that could harm the environment or human health and comply with all applicable environmental laws
 - Supporting sustainable sourcing of raw materials and products wherever feasible
- Reduce waste through responsible practices and proper materials management
- Be transparent about environmental performance and practices. In some cases, Regency may request additional data or reporting details from select Business Partners.



7. Responsible Sourcing & Subcontractor Oversight

Business Partners are responsible for managing their own supply chains to ensure their subcontractors and suppliers adhere to similar standards of conduct as those required by this Code. Business Partners must:

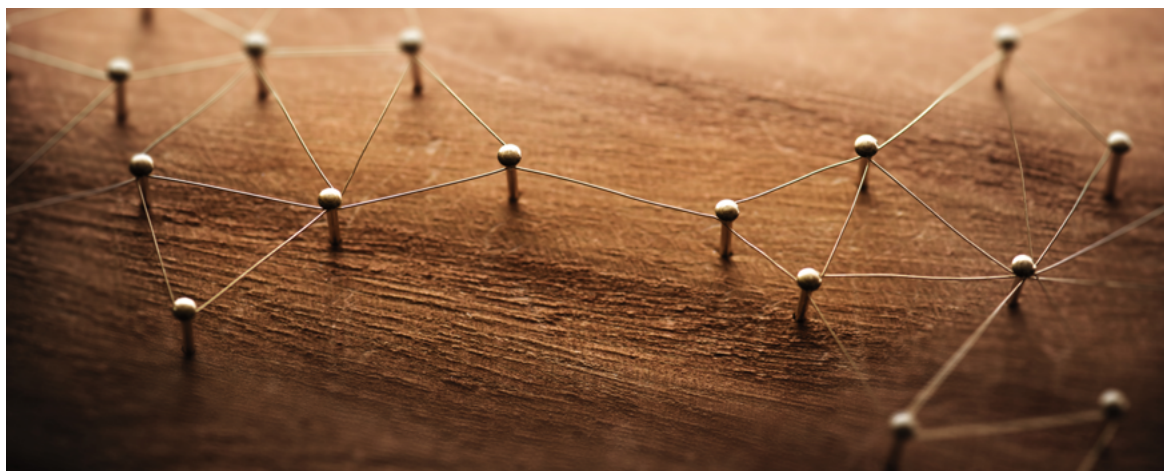
- Take reasonable steps to identify and manage risks in their supply chains
- Provide Regency, upon request, with relevant information regarding sourcing and supplier practices



8. Human Rights and Labor Practices

Regency supports the protection of fundamental human rights and is guided by principles such as those in the United Nations Universal Declaration of Human Rights. We expect Business Partners to uphold safe, fair, and lawful workplace practices. Business Partners must:

- Comply with all applicable laws regarding wages, benefits, nondiscrimination, and workplace protections
- Provide fair and appropriate pay, benefits, and working conditions
- Prohibit the use of child labor, forced labor, and human trafficking in their operations and supply chains
- Respect employees' right to freedom of association and collective bargaining, consistent with applicable laws
- Provide a safe, healthy, and respectful workplace, mitigating health, safety, and wellbeing risks where reasonably practicable
- Maintain a working environment free from harassment, discrimination, and bullying, including on the basis of gender, age, disability, ethnicity or cultural affiliation, sexual orientation, belief, educational background, or any other status protected by applicable law
- Where appropriate, provide relevant training to employees to ensure awareness of workplace rights and safety practices



9. Reporting Concerns & Accountability

If a vendor becomes aware of conduct that violates this Code, they are expected to report it promptly. Business Partners may contact:

- Their Regency business contact
- Regency's Legal Department LegalDept@RegencyCenters.com, or Internal Audit Department InternalAudit@RegencyCenters.com.
- Regency's AlertLine
Phone: 877 861 6669
Online: www.regencycenters.ethicspoint.com
Calls and reports to the AlertLine can be made anonymously

Business Partners are expected to self-monitor their compliance with this Code and be able to demonstrate compliance upon request. They must cooperate fully with any Regency inquiries, audits, or monitoring activities, and provide corrective action plans if deficiencies are identified.



10. Enforcement & Remedies

Regency expects Business Partners to comply with this Code in full. Violations of this Code, applicable laws, or contractual obligations may result in corrective action, suspension, or termination of the Business Partner relationship, at Regency's sole discretion.

Conclusion

Regency Centers values strong, collaborative relationships with our Business Partners. By working with Regency, Business Partners agree to uphold the principles set forth in this Code and to conduct business responsibly, ethically, and in alignment with Regency's values.

Regency Centers reserves the right to modify, amend, or update this Vendor Code of Conduct at any time. The current version will be available on our website, and Business Partners are expected to stay informed of updates.