



## Sun Communities Human Rights and Labor Policy Statement

### Sun Communities, Inc. Human Rights and Labor Policy

Sun Communities, Inc. maintains a strong commitment to the advancement, preservation, and protection of human rights and seeks to conduct its business in accordance with applicable laws, rules, regulations, and Sun's core values.

Sun Communities' Human Rights Principles are guided by [United Nations Universal Declaration of Human Rights](#), [International Labour Organization \(ILO\) Convention](#) and the [Sun Communities Code of Conduct and Ethics](#). Our commitment to protecting human rights extends to all of Sun Communities' locations and business operations worldwide, and we expect those with whom we do business to do the same.

Human rights include equality among people of all experiences and backgrounds, team member well-being and security, personal freedom from persecution, privacy, and economic, social, religious, political and cultural freedoms.

#### Principles

##### Non-Discrimination and Anti-Harassment

Sun is committed to recognizing and appreciating the variety of characteristics that make individuals unique while promoting and celebrating our differences. Sun will not tolerate harassing, discriminatory, or retaliatory conduct that interferes unreasonably with an individual's work performance or that creates an intimidating, hostile, or offensive work environment because of any protected trait. Such discrimination or harassment is prohibited and is inconsistent with our policies, practices, and philosophy. Protected traits include race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status or any other trait protected under state or federal laws.

Sexual harassment is strictly prohibited, whether specifically directed towards an individual, generally towards a class of individuals, or if it tends to create a hostile work environment.

The Fair Housing Act (Title VIII of the Civil Rights Act of 1968 as amended) guarantees that all protected classes are treated the same relating to housing matters and guarantees residents an equal opportunity to buy or rent a home. The objectives of the Fair Housing Acts are embodied in Sun's policies and procedures. Each employee understands his or her responsibility and accountability concerning Sun's Fair Housing Policy, and treats all persons the same in an equal and professional manner.



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All employees are required to complete Fair Housing, Harassment Free Workplace, and diversity training courses annually.

In addition, Sun has a clear reporting policy which gives team members access to Human Resources through direct communications with HR, an anonymous hotline and an online HR portal team members can report complaints or report violations of our non-discrimination and anti-harassment policy, without fear of retaliation.

### **Workplace Health and Safety**

Sun strives to maintain a safe and healthy work environment for all team members, while providing the proper tools, safeguards, and training to prevent accidents. We work hard to uphold a safe workplace by complying with safety and health laws and regulations, maintaining internal requirements, and remediating risks. Each community is inspected every 6 to 8 weeks to ensure safety standards are being met, with comprehensive safety inspections completed annually.

### **Forced Labor and Anti-Human Trafficking**

Sun Communities prohibits the use of forced or compulsory labor in any form. We strictly prohibit our employees, vendors, and business partners from engaging in forced labor activities. We are opposed to all forms of slavery and trafficking of persons and are committed to mitigating the risks of trafficking in persons in connection with our operations and hiring practices. Sun is committed to full compliance with all applicable laws, regulations, and policies that prohibit trafficking in persons, including Executive Order 13627.

### **Protection for Rights of Minority Groups and Social Inequalities**

Sun is committed to promoting and encouraging respect for human rights and fundamental freedoms for all. We encourage the free expression and enjoyment of social, religious, political, and cultural beliefs and practices. This commitment is reinforced through ongoing education and sharing of resources which increase awareness of inequalities that exist and steps all stakeholders can take to make positive change.



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### **Protection of the Rights of Children**

Sun Communities expressly prohibits the use of child labor and abides by the ILO Standards outlined in Convention 138. Strict hiring practices are followed, and all managers who employ minors are required to sign state-specific acknowledgements that comply with applicable labor laws.

### **Fair Labor Practices**

Sun is committed to conducting its business with honesty, integrity, and in compliance with applicable labor laws, rules, and regulations including those concerning working hours and compensation. Sun allows employees the freedom of association and right to choose collective bargaining representatives, without fear of reprisal, intimidation, or harassment.

### **Bribery and Corruption**

Sun prohibits corruption in all forms, including extortion and bribery. Under no circumstances do we tolerate the giving or receiving of money, gifts, or favors to influence improperly the behavior of another individual, organization, government employee, politician, or government body in furtherance of commercial or personal advantage.

Sun does not accept or provide individuals or institutions with gifts, services, or hospitality intended to influence a business relationship or induce improper conduct.

### **Compliance with Laws and Regulation**

At Sun Communities, we are committed to conducting business with honesty and integrity and in compliance with all applicable laws, rules, and regulations. No team member shall engage in any unlawful or unethical activity, or instruct others to do so, for any reason. Team members are required to comply with the insider trading laws which make it unlawful for any person who has material non-public information about the Company to trade stocks or other securities of the Company or to disclose such information to others who may trade, as well as the Company's insider trading policy.

As a team member conducts the Company's business, they may encounter a variety of legal issues. If a team member has questions on specific laws, rules, or regulations they should contact the Compliance Officer who will determine whether to notify the Company's outside legal counsel.



SUN COMMUNITIES, INC.®

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Sun does not engage in practices such as illegal monopolies or improper trade restrictions. It is Sun's Policy not to financially support non 501(c)(3) charities. Sun strives to forge transparent and fair relations with staff members, partnering institutions, vendors, and suppliers while making sure all contributions and donations are in accordance with the laws in the countries where it is in business.