



LXP Industrial Trust Human Rights Policy

LXP Industrial Trust's respect for human rights and well-being is essential to our core values. Equal employment opportunity has been, and will continue to be, a fundamental principle at LXP, where employment is based upon personal capabilities and qualifications without discrimination because of age, race, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, religion, sexual orientation, socio-economic status, and veteran status, or any other status protected by federal, state, or local law. This Policy applies to all aspects of the employment relationship, including recruitment and hiring, placement, staffing, compensation, promotions, transfers, disciplinary action, leaves of absence, benefits, employee development, training, performance evaluations, termination, retirement, and all other terms and conditions of employment.

It is the responsibility of every manager and employee to conscientiously follow this Policy. However, the Human Resources Department has overall responsibility for this Policy and maintains reporting and monitoring procedures. Employees' questions or concerns should be referred to the Human Resources Director or the LXP Realty Trust Hotline, by telephone at 844-502-7786 or on the web at <http://LXP.ethicspoint.com>.

LXP is proud of its professional and congenial work environment and seeks to ensure that the work environment remains pleasant for all that work here. In keeping with this commitment, LXP expects that all relationships among individuals in the workplace will be business-like and free of bias, prejudice and discrimination. This policy applies to all employees, applicants for employment, paid or unpaid interns, contractors, subcontractors, vendors, consultants, or other persons conducting business with LXP, regardless of immigration status. Unlawful harassment and discrimination are not limited to the physical workplace itself. It can occur while traveling for business or at employer-sponsored events or parties. Calls, texts, emails, tweets, posts, and social media usage by employees can constitute unlawful workplace harassment or discrimination, even if they occur away from the workplace premises, on personal devices, or during non-work hours. Violations of this Policy will result in disciplinary action up to and including counseling, unpaid suspension or termination.

The safety of LXP's employees, vendors, and tenants is of utmost importance. LXP strongly encourages employees to communicate with fellow employees and their Department Head regarding safety issues. If an employee is injured on the job, LXP provides coverage and protection in accordance with the Worker's Compensation Law of the state of the office to which the employee reports. When an injury is sustained while at work, it must be reported immediately to the employee's Department Head and the Human Resources Department.

LXP does not tolerate workplace violence. Workplace violence is defined as actions or words that endanger or harm another employee or result in other employees having a reasonable belief that they are in danger. LXP prohibits the use of all forms of forced labor.

In order to attract and retain a highly qualified and competent work force and to encourage professional growth, LXP maintains a performance management program to compensate employees in a fair and equitable manner based upon demonstrated job performance, the industry and local labor market, and in accordance with its Equal Employment Opportunity Policy Statement.

LXP also maintains a professional development policy to provide employees with professional development opportunities that increase their skills and enhance their contributions to LXP.