



LXP Industrial Trust Human Rights Policy

LXP Industrial Trust's respect for human rights and well-being is essential to our core values. LXP strives to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in all employee relationships. LXP supports all fundamental human rights, including the right to water, equal pay, education, and safety. LXP also supports the prohibition of forced labor, child labor and human trafficking.

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. LXP designs and conducts targeted human rights training for all employees in accordance with these policies and procedures.

It is the responsibility of every manager and employee to conscientiously follow this Policy. LXP is committed to ensuring that stakeholders are involved in the development of the policy, the implementation of the policy, and the evaluation of the effective outcomes of the policy's implementation. 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 Industrial Trust Hotline, by telephone at 844-502-7786 or on the web at <http://LXP.ethicspoint.com>.

LXP recognizes and respects the rights of individuals, including its employees, to engage in protected concerted activities in accordance with applicable laws, rules, regulations, conventions, and standards. LXP's personnel policies and programs are designed to meet the needs of employees, providing a positive environment where each employee enjoys maximum opportunity for open communication, conflict resolution, and job satisfaction. LXP will listen and do its best to keep its employees safe, satisfied, informed, and motivated.

Safety at LXP is of the utmost importance. LXP strongly encourages vendors and employees to communicate regarding safety issues. LXP operates in accordance with the standards of the Occupational Safety & Health Administration ("OSHA") and all applicable laws, rules, and regulations. Safety takes a commitment from all personnel within LXP's organization and those that LXP works with. Safety requires not only that each person understand and perform individual tasks in a safe manner, but also that each individual is aware of their surroundings and is actively involved in the safety of others. LXP provides its employees with a policy on how to report injuries while at work.



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 is committed to providing competitive wages and benefits based on LXP's success and each individual's position, qualifications, and performance. As such, all employees will be paid a fair and living wage for their work. Decisions regarding wages will be made without regard to a person's actual or perceived race, creed, color, religion, sex, gender, gender expression or identity, pregnancy, age, national origin, disability, sexual orientation, transgender status, predisposing genetic characteristics, military status, veteran status, familial status, marital status, partnership status, caregiver status, unemployment status, alienage or citizenship status, status as a victim of domestic violence, sexual and reproductive health decisions, or any other status protected by applicable federal, state, or local law.

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