

# HUMAN RIGHTS AND LABOR RIGHTS STATEMENT

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Equity LifeStyle Properties, Inc. (“ELS”) is committed to the protection and advancement of human rights and to ensuring that our operations in all our regions function with integrity. The principles outlined in this Human Rights and Labor Rights Statement relate to and confirm the key commitments and principles in our Business Ethics and Conduct Policy (“Ethics Policy”).

## PRINCIPLES

In developing our Human Rights Statement, we look to, among others, internationally recognized human rights principles as well as the laws of United States governing human rights. These principles represent ELS’ statement of its own standards on these subjects, rather than those of a third party.

1. **Fair Labor Practices.** ELS is committed to being in full compliance with all applicable employment and labor laws and regulations, including those concerning hours, compensation, opportunity, and working conditions. We respect each employee’s right to make an informed decision, free of coercion to organize or join associations, and bargain collectively, if they so choose, in accordance with the law.
2. **Child Labor.** ELS does not tolerate forced, bonded or oppressive child labor and supports the elimination of these forms of labor.
3. **Forced Labor and Human Trafficking.** ELS does not accept or condone the use of forced labor in any form, including prison or debt bondage labor, the lodging of deposits or identity papers by employers or by outside recruiters, modern forms of slavery and any form of human trafficking.
4. **Health and Safety.** ELS is committed to providing a safe and healthy work environment. We believe working without injury is a fundamental right, and we are committed to establishing workplaces that endeavor to be free from injury – at our manufactured home communities, our campgrounds, and our regional and corporate offices. We are committed to investing in and training for an incident and injury-free workplace as an organizing principle of our focus on health and safety.
5. **Diversity and Inclusion.** ELS is dedicated to creating a workplace that values and respects the diversity and inclusion of people. We advocate fairness and equality of opportunity. ELS makes employment decisions (hiring, promotions, terminations) without regard to a person’s race, ethnicity, color, religion, sex, national origin, sexual orientation or gender identity, pregnancy, age, disability, military status, or any other status protected by the

law. We do not tolerate discrimination, harassment, unfair treatment or retaliation of any kind in the workplace and in any work-related circumstance outside the workplace.

6. **Ethical Conduct.** ELS is committed to always transacting business in full compliance with the law and in accordance with the highest principles of honesty and ethical conduct. We prohibit corruption in all its forms, including extortion and bribery. Each employee should endeavor to deal fairly with the Company's customers, suppliers, competitors and employees. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, mental or physical coercion, verbal abuse or any other unfair-dealing practice. We also expect our vendors to comply with applicable laws, codes, ordinances, rules and regulations in performance of their obligations.

## **GOVERNANCE AND OVERSIGHT**

At ELS, every employee is responsible for respecting human rights and labor rights. All employees are required to complete Ethics in the Workplace training annually. Any concerns about violations of or misconduct related to our Human Rights and Labor Rights Statement may be reported in confidence to any member of the Internal Audit, Human Resources, or Legal department, or through ELS' anonymous reporting AlertLine. The Senior Vice President/ Compliance Officer provides quarterly updates to the Audit Committee of ELS' Board of Directors on AlertLine reports, including human rights-related concerns.