

Duke Realty Human Rights Policy

Respect for Human Rights

Duke Realty Corporation (“Duke Realty”) strives to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. This policy applies to Duke Realty and our affiliated entities. However, our aim is to help increase the enjoyment of human rights within the communities in which we operate. We are committed to engaging with all of our stakeholders in developing, implementing, and evaluating this policy’s effectiveness.

Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, color, national origin, ethnicity, sex, sexual orientation, gender identity, gender expression, age, disability, veteran status, marital status, genetic information, or any characteristic protected by law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Safe and Healthy Workplace

The safety and health of our associates is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our associates, by addressing and remediating identified risks of accidents, injury, and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for associates are provided, as needed, and are maintained with respect for associate privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages, and Benefits

We compensate associates competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. We are committed to complying with applicable labor and employment laws.

Water Resources

We recognize that the right to water is a fundamental human right.

Training and Reporting for Associates

We strive to create workplaces in which open and honest communications among all associates are valued and respected. We also ensure our associates are aware of this Human Rights Policy through training and an annual certification process.

Any associate who would like to confidentially report a potential violation of this policy, should raise their concerns (a) to our General Counsel, (b) on our toll-free Ethics Hotline number at (866) 298-1630, (c) through our anonymous Ethics Hotline website which is accessible on our intranet and corporate website, or (d) to our toll-free Ethics Hotline email address at auditcommitteehotline@dukerealty.com.

This Human Rights Policy was approved and made effective by the Duke Realty Board of Directors on December 20, 2018.