



# Policy: Human Rights

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Respect for human rights is fundamental at Ventas. We are committed to upholding human dignity and equal opportunity under principles outlined in the United Nation’s Universal Declaration of Human Rights. Our [Global Code of Ethics and Business Conduct](#) and the [Vendor Code of Conduct](#) embed the responsibility to respect human rights in all business functions, including our supply chain. Ventas also promotes human rights by encouraging social and environmental progress and better standards of life and freedom for our employees, those of our suppliers, and the communities we serve. Fostering engagement with each of these groups is critical to our continued identification and promotion of human rights.

## EMPLOYEE EXPECTATIONS & ENGAGEMENT

Ventas upholds human rights by appreciating the individual and collective value employees bring to our organization. As an equal opportunity employer, we protect the diversity and human rights of individuals on our teams. Ventas also insists upon a workplace that is free from harassment, intimidation and hostility. To ensure we understand and are meeting employees’ needs, our human rights policy fosters employee feedback and networks.

**Employee Feedback:** We believe that employee feedback is critical to our organization’s growth and progress. Employees are encouraged to provide input via their managers and/or our HR department at any time and are invited regularly to participate in an employee satisfaction survey to help identify specific areas of improvement.

**Employee Networks:** We support employee networks to enhance the success and engagement of our employees. Open to all professionals at Ventas, these groups include:

- **Womens Network:** a community dedicated to the success and engagement of women at Ventas through professional development, career management and mentoring
- **Diversity Network:** a community that helps shape and enhance our ability to attract and retain diverse professionals and engage other employees through increased cultural understanding across topics such as ethnicity and gender
- **Young Professionals:** a community that serves to increase the development of young professionals through informal mentoring, social activities and training opportunities

## VENDOR EXPECTATIONS & ENGAGEMENT

Our [Vendor Code of Conduct](#) (“Vendor Code”) is designed to educate our suppliers about our expectations for ethical and responsible business dealings, including upholding human rights, protecting health & safety, and pursuing environmental sustainability. We expect our Vendors to treat people with respect and dignity, encourage diversity, promote equal opportunity for all, and help create an inclusive and ethical culture.

## TRANSPARENCY IN SUPPLY CHAINS

No business is immune from the risks of modern day slavery. Ventas takes seriously the detection and abolition of human trafficking, which we recognize can exist in any supply chain, in any industry, and in any country. Our aim is to be vigilant and to continuously improve in our efforts to eradicate global abuse and exploitation of workers.

Operational excellence by our partners and vendors is a vital component of our success. We recognize that low-wage and unskilled workers, and those without legal immigration status, are most vulnerable to falling prey to modern day slavery. Although Ventas does not directly employ such workers, we and our partners hire third party operators that provide senior and patient care, food service, building maintenance/janitorial services, and landscaping, among other services. These industries are identified as posing at least some risk of trafficking according the [National Human Trafficking Hotline Data Report](#).

We have updated our policies to ensure heightened awareness, detection, prevention, and reporting of human trafficking to our employees, managers and our third-party operators. We offer this link to "[Human Trafficking 101](#)" published by the Department of Homeland Security to assist awareness. The National Human Trafficking Resource Center Hotline is: +1-888-3737-888.

## COMMUNITY AND STAKEHOLDER ENGAGEMENT

We recognize that we are part of the communities in which we operate. We engage with communities and promote human rights matters that are important to people within these communities.

**Elder Care:** Seniors housing is a significant element of our business. Given this focus, we work with organizations that share our objective of improving the health and well-being of the senior population. We partner with programs to end senior hunger and also support organizations whose mission is to empower older adults to live independently with dignity.

**Community Involvement:** Community engagement is an important value at Ventas and we support volunteerism, philanthropy and sponsorship. Ventas employees participate in programs to promote development opportunities for local youth, targeting at-risk neighborhoods.

**Environmental:** We recognize the human rights significance of land and water use to local communities. Across our portfolio, we have undertaken environmental programs and local sustainability initiatives to meet our objectives of protecting the planet. We seek to reduce the energy, water and landfill waste footprint of our portfolio. We are also committed to continuous improvement and transparency in our environmental efforts. We are members of nationally-recognized sustainability organizations and have dedicated staff to promote and measure our environmental goals.