



# CBL PROPERTIES

## COMMUNITY & STAKEHOLDER ENGAGEMENT

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Our properties are more than just a place to shop, dine or be entertained. CBL Properties endeavors to partner with the communities we serve to engage in local interests that may impact the enjoyment of human rights, the environment, and related considerations. In doing so, we strive to ensure effective communication around such issues and address them at the local level.

### DIVERSITY AND INCLUSION

CBL Properties values and advances the diversity and inclusion of the people with whom we work. Whether the relationship is based on engagement at work, as a customer or vendor, or as a stakeholder within the community, we are committed to equal opportunity and do not tolerate unlawful discrimination and/or harassment.

The Company is an Equal Opportunity and Affirmative Action Employer. We encourage diversity in the workplace. All qualified applicants will receive consideration for employment and subsequent opportunities for training, advancement, promotion, compensation (increases and/or reductions) and/or termination without regard to race, national origin, gender, gender identity, age, religion, disability, sexual orientation, veteran status, marital status or any other status protected under local, state or federal laws. In addition, harassment on the basis of race, national origin, gender, gender identity, age, religion, disability, sexual orientation, veteran status, marital status or any other status protected under local, state or federal laws will not be tolerated.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace nor in any work-related circumstance outside the workplace.

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## COMMUNITY & STAKEHOLDER ENGAGEMENT

We are comprised of highly skilled, motivated, passionate people working together as a team. Our team:

- Honors and fosters relationships;
- Aspires to innovate; and is
- Committed to excellence.

### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

We respect our employees' rights to join, form, or not join a labor union without fear of reprisal, intimidation, or harassment. If employees should become represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. CBL Properties is committed to bargaining in good faith with such representatives.

### **SAFE AND HEALTHY WORKPLACE**

The safety and health of our employees is of paramount importance. Our policy is to provide safe and healthy work environments and comply with applicable safety and health law, regulations, and internal policies and practices. We work to maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks to employees.

We go beyond the basics to engage with our employees and encourage a healthy and enjoyable work environment. Through Company-wide employee programs, such as CBL Fit and CBL Social, we provide opportunities for our employees to take part in:

- Activities and educational events that encourage a healthy lifestyle;
- Social programs that provide a more enjoyable work life;
- Opportunities to give back to our communities; and,
- Opportunities to engage in continuing and higher education.

More information on CBL's benefits and programs can be found [here](#).

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## COMMUNITY & STAKEHOLDER ENGAGEMENT

### **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/or external threats. Security safeguards for employees' protection are provided and maintained with respect for employee privacy and dignity.

### **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 employees competitively relative to the industry and local labor markets. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws.

### **GUIDANCE AND REPORTING FOR EMPLOYEES**

We strive to create workplaces in which open and honest communications are welcomed, valued, and respected. CBL Properties is committed to complying with applicable labor and employment laws wherever we operate.

Any employee who has concerns, whether such concern is a potential violation of labor and employment or benefits laws, regulations, or internal policies, is invited to make their concerns known to their manager, to Human Resources, to the company's designated Compliance Officer as identified in the Business Ethics and Code of Conduct Policy, or to utilize an anonymous hotline that can be accessed in multiple languages 24/7 via toll-free phone number or website. This information and expectation is disseminated with regularity internally and is always available within the employee resources or within the Company's Code of Conduct, which is available on [cblproperties.com](http://cblproperties.com) under Governance Documents.

*CBL Properties reserves the right to amend this policy at any time. Nothing in this overview says or implies that a contract exists between CBL and its employees or that participation in this program is a guarantee of continued employment.*