

HUMAN RIGHTS STATEMENT

Welltower Inc. (“Welltower”) strives to respect and promote human rights in accordance with the principles outlined in the United Nation’s Universal Declaration of Human Rights. Welltower’s aim is to promote and respect human rights within our own operations, the communities we serve and to encourage our vendors and suppliers to adopt similar values.

This Statement is subject to review and approval by the Board.

Welltower has processes in place to identify risks associated with human rights within its operations. Welltower’s current practices are as follows:

WELLTOWER ASSOCIATES

- Welltower treats its employees with respect and fairness and ensures that they have a safe and healthy work environment - free from harassment and discrimination based on race, color, religion, sex, age, national origin, marital status, sexual orientation, veteran status, physical or mental disability, genetic information, or any other classification protected by law, as outlined in Welltower’s harassment, bullying, and equal employment opportunity policies in the Employee Handbook and the Code of Business Code and Ethics. Welltower does not tolerate forced, bonded, or child labor and any form of modern slavery (this includes people who have been trafficked, forced into labor, bonded into labor and those people held in servitude through financial control or control of their freedom of movement) and supports the elimination of these forms of labor.
- Welltower is committed to ensuring fair and equal compensation practices for its employees.
- Welltower is committed to women’s advancement in the workplace and has programs and initiatives in place to provide women the resources to excel in the workplace.
- Welltower recognizes that diversity and inclusion are vital differentiators for leading organizations and has programs in place to increase and foster diversity in the workplace.
- Welltower has an Employee Working Group in place to manage employee human rights across the workplace.

WELLTOWER SUPPLIERS

- Welltower’s Supplier Code of Conduct outlines the conduct expected from our suppliers, including respecting human rights, protecting health and safety and using only voluntary labor.
- Welltower has processes in place to engage suppliers and encourage them to adopt more sustainable and equitable practices.

WELLTOWER STAKEHOLDERS AND COMMUNITY

- Welltower engages with local communities through our volunteerism and philanthropy efforts to strengthen these communities. Welltower also engages with national organizations aimed at advocating for the health and well-being of the senior population. In addition, Welltower takes steps to reduce its environmental impact.