

# SUPR

## HUMAN RIGHTS POLICY

### Introduction

Supermarket Income REIT plc (“the Company”) is a Real Estate Investment Trust investing in a diversified portfolio of supermarket real estate assets in the UK and Europe. The Company's assets earn long-dated, secure, inflation-linked, growing income. The Company targets a progressive dividend and the potential for capital appreciation over the longer term. As long term investors, the Company is committed to embedding sustainability across its business.

This Human Rights Policy (“the Policy”) outlines the Company's commitment to respecting human rights at a Company-wide level in accordance with internationally accepted standards.

### Responsibility

The Policy forms part of the Company's operational policies and falls under the overall responsibility of the ESG Committee and ultimately the Company's Board of Directors.

The Company's employees take direct responsibility for ensuring effective implementation of this Policy throughout all the investment processes, subsequent asset management and any relevant supply chain considerations.

### Scope

The Policy requires all the Company's employees and suppliers to conduct themselves in a manner that is consistent with the requirements of this Policy.

Key service providers in the Company's supply chain include those related to:

- Legal services
- Acquisition agency costs
- Property management
- Tax advisors
- Insurance providers
- Company secretary services
- Alternative investment fund manager services
- Auditing services
- Financial Advisors
- Valuers

None of these key service providers are located in countries that have a low personal, civic and economic freedom score as defined by the [Human Freedom Index](#) or a high prevalence of modern slavery as defined by the [Global Slavery Index](#).

### Policy

The Company is committed to upholding international human rights standards and socially responsible business practices. This includes adherence to the International Bill of Human Rights, and to acting in accordance with the United Nations Guiding Principles on Business and Human

Rights, the UN Global Compact and the International Labour Organisation's ("ILO") Declaration on Fundamental Principles and Rights at Work.

This includes the ILO obligations and commitments in respect of:

1. Freedom of association and the effective recognition of the right to collective bargaining;
  - o The Company respects the right of its employees to participate in collective bargaining and freedom of association, and to join or form trade unions of their choosing. The Group seeks to ensure that workers representatives are not discriminated against and have access to carry out their functions in the workplace.
2. The elimination of all forms of forced or compulsory labour;
  - o The Company complies with all relevant laws regarding voluntary employment. The Company does not tolerate slavery, servitude, forced or compulsory labour or human trafficking in any of the Company's operations or supply chain.
3. The effective abolition of child labour;
  - o The Company does not tolerate child labour in its operations or supply chain and is committed to protecting children's rights.
4. The elimination of discrimination in respect of employment and occupation; and
  - o The Company is committed to non-discrimination in all aspects of employment, without regard to individuals' protected characteristics. For more information on the Company's approach to Diversity and Inclusion please refer to the Company's **Diversity Policy**.
5. A safe and healthy working environment.
  - o The Company is committed to a safe and secure workplace for all employees and contractors and to embedding health and safety considerations into asset and property management practices.

In addition, the Company expects all of its employees and suppliers to act in accordance with the following principles and commitments:

1. Working time and wages
  - a. The Company complies with working hours laws.
  - b. As a Living Wage accredited employer, the Company is committed to paying all directly employed staff and any qualifying third party contracted staff in the UK (such as the Company's office cleaners) the UK Living Wage (as defined by the Living Wage Foundation).
  - c. The Company expects its suppliers to ensure that all workers are paid a fair wage that exceeds the legal minimum standard and encourages its suppliers to consider implementing the Living Wage. The Company expects its suppliers to eliminate excessive working hours for all employees in compliance with local laws.
2. Health and Safety
  - a. The Company is committed to safeguarding employee health and wellbeing and will seek to identify and manage workplace risk to prevent accidents and occupational illness. In addition, the Company expects suppliers to ensure that employees' health and safety is protected at work.

## Monitoring and Reporting

The Company is committed to ensuring that it is not complicit in human rights violations within its operations and supply chain. The Company will implement effective and proportionate measures to identify, assess and mitigate potential labour and human rights abuses across its value chain. Additionally, the Company expects its suppliers to monitor ongoing compliance with this Policy and identify and rectify any issues. In the event that the Company is found to have caused or directly contributed to human rights abuses, the Company will work to remedy those impacts through legitimate and proportionate processes.

## Raising a concern

Employees are encouraged to raise any concerns regarding violations of this Policy with their appropriate senior manager/director. For further information, please refer to the Company's **Whistleblowing Policy**.

## Review of this Policy

This Policy will be reviewed periodically by the ESG Committee to ensure its continued relevance and effectiveness. Any recommended revisions will be submitted to the Board for approval.

**Signed by Nick Hewson on behalf of the Board of  
Supermarket Income REIT PLC  
24 November 2025**