



**DATED: 21 May 2024**

**SUPERMARKET INCOME REIT PLC**

**SUPPLY CHAIN HUMAN RIGHTS POLICY**

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### **SUPERMARKET INCOME REIT PLC**

#### **Introduction:**

Supermarket Income REIT plc ("**the Company**") is a Real Estate Investment Trust dedicated to investing in property which enables the future model of grocery. The Company aims to provide investors with long-dated, secure, inflation linked income with capital appreciation potential over the longer term. As long term investors, the Company is committed to working with its stakeholders, including suppliers, to manage and improve sustainability performance.

#### **Responsibility:**

This 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 requires that the Investment Adviser takes direct responsibility for ensuring effective implementation of this Policy throughout all its investment processes, subsequent asset management and any relevant supply chain considerations.

#### **Scope:**

This Policy requires all our suppliers conduct themselves in a manner that is consistent with the requirements of this Policy.

Key service providers in the Company's supply chain (which includes the Investment Adviser) also 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](#).

The Company's sustainability commitments are further strengthened by the commitments of the Company's Investment Adviser ("**Investment Adviser**"). The Investment Adviser is a signatory to the United Nations Principles for Responsible Investment ("**UN PRI**") which defines responsible investment as a strategy and practice to incorporate Environmental, Social and Governance ("**ESG**") factors in investment decisions and active ownership. The Investment Adviser is also a member of the UN Global Compact ("**UN GC**") and committed to supporting the UN GC 10 Principles.

**Policy:**

The Company is committed to upholding international human rights standards and socially responsible business practices. This Policy outlines our commitment to respecting human rights as codified under international law in the International Bill of Human Rights, and to act 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;
2. The elimination of all forms of forced or compulsory labour;
3. The effective abolition of child labour;
4. The elimination of discrimination in respect of employment and occupation;
- and
5. A safe and healthy working environment.

We expect our suppliers to act in accordance with these principles and commitments.

**Monitoring and Reporting:**

We expect our suppliers to monitor ongoing compliance with this Policy and identify and rectify any issues.

This Policy will be reviewed periodically and amended as necessary.

**Signed by:**

**Nick Hewson**

Chair

21/05/2024