

Human Rights Statement

JBG SMITH is committed to respecting human rights in our business practices. We expect all personnel, business partners, and parties directly linked to our operations, services, and supply chain, to treat others with dignity and respect. As part of our duty to protect against human rights infringement, any person, partner, or service provider may bring such infringement to the [ethics hotline](#). JBG SMITH is committed to fostering a collaborative culture and an inclusive healthy work environment for all. Additional details are provided in our Human Rights Policy.

Human Rights Policy

JBG SMITH is committed to fostering an organizational culture which upholds a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We strive to promote a strong, collaborative culture and an inclusive, healthy work environment for all our employees. Because we believe all persons are entitled to be treated with dignity and respect, we have adopted the following Human Rights Policy, which is informed by the United Nations' Universal Declaration of Human Rights and Ten Principles of the Global Compact, as well as by human rights protections set forth in the laws of the United States and of the states and communities in which we operate. Our Company's policies and directives are integrated within our broader standard literature, such as the employee handbook, code of conduct, and compliance training. These policies are collectively designed to ensure that we do the following for our employees, our business partners, and our customers:

Respect the rights of all persons impacted by our business.

Carry out due diligence of adverse human rights impacts, avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur.

Prevent or mitigate (to the extent practicable) adverse human rights impacts that are linked to the operations, products or services provided by our vendors, even if we have not contributed to those impacts.

Promote and prioritize inclusion.

Provide equal pay for equal work.

Provide safe and healthy workplaces, compliant with all applicable health and safety laws, regulations, and internal directives.

Sustain and safeguard work spaces free of violence, harassment, intimidation and other unsafe or disruptive conditions. ([JBG SMITH's anti-harassment policy](#))

Respect our employees' right to join, form or not to join a labor union, and to bargain collectively in support of their mutual interests without fear of reprisal, intimidation, or harassment.

Prohibit corruption in all its forms, including extortion and bribery. Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted by our employees.

Advocate fairness and equality of opportunity.

Make employment decisions (e.g., hiring, promotions, terminations) without regard to a person's race, ethnicity, color, religion, sex, national origin, sexual orientation or gender identity, pregnancy, age, disability, military status, or any other status protected by the law (i.e., "Protected Status").

Periodically reassess the needs of the Human Rights Policy and appropriately align it in accordance with the company's size, circumstances, and geographies.

This policy was developed and is reviewed periodically by JBG SMITH's ESG committee. The statement and policy are distributed to all employees and available on the company's website. As part of our duty to protect against human rights infringement, any person, partner, or service provider may report such infringement to the ethics hotline. Any employee concerns about violations of or misconduct related to our Human Rights Statement may be reported in confidence to the employee's supervisor, the Human Resources department, or the Legal department. Employees also have the option to file a complaint online through EthicsPoint at www.jbgsmith.ethicspoint.com, or via telephone at 844-714-8558.