



I-RES GROUP POLICY

HUMAN RIGHTS POLICY

26th September 2024



1. Introduction

1.1 Summary

Irish Residential Properties REIT plc and its subsidiaries from time to time (other than owners' management companies) ("I-RES", or "we", "us" or "our") recognise that our business operations can have direct and indirect impacts on human rights and that we therefore have a role and a responsibility to protect, respect, promote and advocate for the human rights of others. We are committed to upholding the highest standards of ethical conduct across our business activities ensuring that we do not infringe on the human rights of others and that we have a positive contribution to the communities where we operate.

1.2 Purpose

The I-RES Human Rights Policy (herein referred to as "the Policy") outlines I-RES's commitment to human rights principles and serves as a framework of guidelines for all stakeholders, including our employees, customers, vendors, shareholders, investors, partners and the communities in which we operate.

1.3 Document Audience

This policy applies to all directors, officers and employees of I-RES and its suppliers and service providers ("representatives") and all representatives must comply with the spirit and intent of the policy. This Policy applies to all aspects of I-RES's operations under direct operational control. In cases where I-RES does not have direct operational control, it will use its position to influence and encourage appropriate Human Rights practices.

1.4 Relationship with other Documentation

This policy should be read in conjunction with the following I-RES policies – Dignity at Work which can be accessed on our intranet site and, Code of Ethics, Supplier Code of Conduct, Health & Safety, Modern Slavery and ESG, each of which can be found on the I-RES website.

2. Policy Details

2.1 Alignment with Standards

I-RES is committed to developing a culture which implements a policy of support for nationally and internationally recognized human rights and seeks to avoid complicity in human rights abuses. This policy is subject to all applicable local laws and regulations. I-RES is committed to respecting the principles of the following standards:

- Irish Constitution
- Charter of Fundamental Rights of the European Union
- Employment Equality Acts 1998–2015
- Equal Status Acts 2000–2015

2.2 Human Rights in own Workforce

Health and Safety

I-RES is committed to providing a safe and healthy place of work and working environment for all of its employees, suppliers, contractors and other relevant persons



in accordance with applicable law and regulation. For more information please refer to I-RES Health & Safety Statement on our Group website.

Labour Practices

I-RES endeavors to treat all employees fairly in accordance with local laws and regulations. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labour standards.

Labour Rights & Modern Slavery

I-RES is committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking. Please refer to our Modern Slavery Statement on our Group website.

Diversity and Inclusion

I-RES recognises that its customers and staff come from diverse backgrounds, with varying experiences and needs. I-RES is committed to ensuring diversity & inclusion is embedded into our day-to-day working practices. I-RES actively promotes fairness, respect, equality, diversity inclusion and engagement in its dealings with employees and residents. More information on I-RES's Diversity & Inclusion Policy can be accessed on our intranet site.

Freedom of Association and Collective Bargaining

I-RES recognises and respects the rights of our employees to join or to refrain from joining associations of their own choosing and the right to collective bargaining in accordance with local labour laws and established practices.

Supply Chain Management & Due Diligence

I-RES is dedicated to promoting human rights principles throughout its supply chain via ongoing engagement with its suppliers and service providers. Please refer to I-RES' Supplier Code of Conduct on our Group website.

2.3 Reporting and Transparency

Any concerns or complaints with regard to Human Rights breaches must be reported. In order to ensure that the reporting of malpractice or illegal acts or omissions is facilitated, I-RES has adopted a Whistleblower Policy for its staff which can be accessed on our intranet site.

2.4 Monitoring and Review

This policy is reviewed annually by the Company Secretary. The Company Secretary will continue to review the effectiveness of this policy to ensure it is achieving its stated objectives. This policy may be amended at any time and such amendments will be made available on our Group website.

2.5 Non-Compliance

Any breach of this policy, whether negligent or intentional, will be taken seriously and may result in disciplinary action up to and including dismissal.