



SUPPLIER CODE OF CONDUCT

Irish Residential Properties REIT plc (“**IRES**”) and its subsidiaries from time to time (other than owners’ management companies) (together, the “**Group**” or “**we**”, “**us**” or “**our**”) has adopted this Supplier Code of Conduct (the “**Code**”) to which all suppliers of goods and services and employees thereof, along with agents and contractors appointed by the Group, (together the “**Suppliers**”) are expected to subscribe.

The purpose of the Code is to set out clearly the ethical and business conduct requirements for our Suppliers. Ensuring our Suppliers are aligned with the business values of the Group on environmental, social and ethical issues is of paramount importance to us.

This Code is not intended to be exhaustive of all requirements to be followed by our Suppliers. In all cases, we expect the statutory and regulatory obligations applicable to our Suppliers to be fulfilled, along with relevant industry best practices.

Our Suppliers are expected to familiarise themselves with the Code and to comply with the standards and principles set out herein. While we acknowledge that such standards and principles will apply to Suppliers in different ways depending upon the nature of their business, we expect the fundamental principles outlined in the Code to remain the same for each Supplier.

This Code is in addition to the terms of our contracts with our Suppliers.

Health and Safety

The Group shall provide a safe and healthy place of work and working environment for all of our suppliers, their employees, contractors and other relevant persons in accordance with applicable law and regulation. Equally all suppliers are obliged to provide a safe and healthy place of work and working environment for their employees, contractors, and other relevant persons in accordance with applicable law and regulation. Suppliers must ensure all their employees are aware of the Supplier’s health and safety standards and receive adequate health and safety training to carry out their functions competently, with the clear objective of risk prevention. In addition, where required, Suppliers should provide and maintain protective equipment to employees to ensure their safety at all times. Where accidents occur, the Supplier shall have a procedure for dealing with and recording and investigating this and implementing follow up training so others can learn from the situation. Workers must be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labour agent are to be maintained clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate heat and ventilation, reasonable personal space and reasonable entry and exit privileges. Suppliers should avoid using materials that may be harmful to health in use, manufacture or disposal.



better living made simple

Labour Practices

The Group expects its Suppliers to adopt sound labour practices and treat their employees fairly in accordance with local laws and regulations. In addition, Suppliers must comply with the following standards:

- **Freely Chosen Employment.** Suppliers shall not use any forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.
- **Child Labour.** Suppliers shall comply with local minimum working age laws and requirements and not employ child labour.
- **Minimum Wages.** Suppliers shall provide wages for regular and overtime work and benefits that meet or exceed legal requirements.
- **Working Hours.** Suppliers shall not require workers to work more than the maximum hours of daily labour set by local laws.
- **No Harsh, Inhumane Treatment or Abuse.** Suppliers shall treat each employee with dignity and respect. In no event shall Supplier's employees be subject to threats of violence, physical punishment, confinement or other form of physical, sexual, psychological or verbal harassment or abuse.
- **No Discrimination.** Suppliers shall not discriminate in their employment practices on the basis of gender, civil status, family status, sexual orientation, disability, religion, age, race, membership of the Traveller community, or any other basis prohibited by law.
- **Freedom of Association.** Suppliers shall recognize and respect the rights of its workers 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.

Environmental Responsibility

All Suppliers are encouraged to observe and strive to reduce the environmental impact of their operations on an ongoing basis, including in particular by reducing environmental emissions, where possible. Each Supplier shall have an effective environmental management programme or similar that sets out the general operating principles for promoting environmental responsibility. Each Supplier shall comply and maintain documents and records which are in compliance with provisions of all environmental laws, and shall obtain, maintain and keep current all necessary environmental permits, approvals and registrations. Suppliers shall respect all applicable environmental laws and regulations relating to restrictions in respect of specific substances, hazardous chemicals, electronic equipment, and other materials and ensure appropriate use, recycling and disposal. Each Supplier must strive to minimise and monitor its impact on the environment where possible through, but not limited to, reduction in greenhouse gas emissions, energy efficiency initiatives and the reduction and recycling of natural resources, including water, paper and packaging materials. For further details of the Group's expectations in relation to environmental, social and governance matters (including expectations in relation to Suppliers), please see the Group's ESG Policy available on the Group's website.



better living made simple

Community Engagement

Suppliers shall seek to support relevant local community initiatives, including where appropriate, seeking to employ people from the local community.

Conflicts of Interests

We require our Suppliers to avoid all conflicts of interest or circumstances which could be interpreted as conflicts of interest. Suppliers shall not enter into any business relationship with any director or employee of the Group without prior written approval from the CEO. Any possible conflicts of interest should be reported to the Company Secretary without delay.

Privacy

Suppliers shall comply with all applicable data protection legislation in relation to the use, processing and retention of personal data.

Anti-Bribery and Corruption

The Group does not tolerate corruption or bribery in any form, and we expect our Suppliers to fully comply with requirements of all applicable anti-corruption laws. Suppliers shall not engage in bribery, including improper and unlawful offers or payments to or from employees, customers, suppliers, organisations or individuals. Suppliers shall have an anti-bribery policy that sets out a zero tolerance approach to any form of bribery or corruption. Suppliers will have anti-bribery procedures in place which manage bribery risk in their business and shall ensure that such procedures are complied with and enforced on an on-going basis. Supplier's anti-bribery policies and procedures will cover all steps which are reasonable in the context of the Supplier's business to avoid anti-bribery offences being committed. For further details of the Group's Anti-Corruption Policy, please see the Group's website.

Fraud and Anti-Money Laundering

Suppliers shall at all times act in accordance with applicable laws on fraud and anti-money laundering.

Compliance

The responsibility for compliance with the Code rests solely with each Supplier and no member of the Group is responsible for monitoring or ensuring compliance with the Code. The Group encourages Suppliers to put in place management systems to ensure adherence to this Code. Such systems should include a process for the identification and mitigation of risks associated with compliance, as well as a process for ongoing monitoring and review of risk controls, and prompt reporting of all incidents.

Suppliers must report any breaches in law or compliance in general to the relevant authorities and notify us and provide us with all details should they fail to comply with this Code. From time to time, the Group may request that Suppliers confirm their alignment with this Code. This may include self-assessment by Suppliers or a request for additional information if appropriate, based on identified risks. Suppliers are expected to engage in an open and transparent manner to such requests.

Should you have any questions or concerns about this Code, including its application to specific circumstances or any breaches of the Code, please contact the Company Secretary at companysecretary@iresreit.ie



better living made simple

Monitoring and Review

The board of directors of IRES monitors compliance with the Code and reviews the Code periodically to ensure that it remains fit for purpose and relevant to those issues facing the Group.