



Human Rights Statement

At MAA we are mindful of the impact we have on our residents, associates, and the constituents who depend on us. Our long-term commitment to stewardship is at the core of our daily operations.

Respect for human rights is fundamental to our purpose of serving residents and our associates and to our commitment to ethical business conduct. To inform our approach to human rights, we have sought direction from the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, but relied primarily on our longstanding culture statement to guide us:

MAA is committed to remaining true to our rich tradition of service to each other, to our residents, and to our shareholders. We respect the privilege of providing value to those whose lives we touch. We are proud to be people serving people by appreciating the uniqueness of each individual, communicating openly and with integrity, embracing opportunities and doing the right thing at the right time for the right reasons.

This statement applies to all operations of MAA, including its direct and indirect subsidiaries, and covers all of our properties. We encourage our contractors and vendors to uphold these principles and want them to adopt similar policies within their own businesses.

APPRECIATING THE UNIQUENESS OF EACH INDIVIDUAL

We appreciate the value of incorporating varied viewpoints and ideas and embrace diversity in all forms, including experience, expertise, industry knowledge, perspective, age, gender, and race, among other attributes, across our associates and Board of Directors.

Harassment & Non-Discrimination

Our commitment, evidenced by our Equal Employment Opportunity Statement, Non-Discrimination Policy, and Statement of Diversity, is to maintain a workplace free from illegal discrimination and embrace a diverse workforce. As reflected in our Equal Housing Opportunity Statement, we do not illegally discriminate in the leasing of property, negotiation for lease of property, or provision of related services or facilities. At MAA we encourage reporting of all incidents of discrimination and sexual harassment, and promptly investigate each complaint.

COMMUNICATING OPENLY AND WITH INTEGRITY

Our commitment is to identify and prevent adverse impacts on human rights and to enable the remediation of any adverse human rights impacts we may cause.

Code of Conduct

MAA's [Code of Conduct](#) requires our associates to reflect and employ the highest standards of honesty, loyalty, trustworthiness, fairness, concern for others, and accountability in work-related activities. This broad policy addresses business conduct and fair dealing, payments to government personnel, protection of confidential information, health and safety, among other areas, and provides direction for reporting illegal or unethical behavior.

EMBRACING OPPORTUNITIES

While we are proud of what we are already doing with all things in our company, we continually strive to do better. As providers of multi-family housing, we believe our key human rights priorities are outlined below:

Labor Rights: Work Hours, Wages and Benefits

We provide reasonable working hours, competitive compensation and benefits packages for our associates during their working years, and opportunities to invest and achieve future goals. We do not employ or exploit child labor or individuals below the minimum lawful employment age, and comply with all applicable wage and compensation requirements.

Ethical Recruitment and Prohibition against Forced Labor, Modern Slavery and Human Trafficking

MAA is committed to a workplace that is free from human trafficking and slavery, including forced labor and unlawful child labor. We strive to protect employees from all forms of abuse and exploitation.

Training and Opportunities

We offer operations and leadership training opportunities for our associates to grow in their careers and achieve economic advancement.

Safe and Healthy Workplace

We foster a safe and healthy workplace through adherence to legal requirements and a proactive approach to personal and facility safety and security measures, which includes clean toilet facilities, access to clean water and adequate heat and ventilation.

Community and Stakeholder Engagement

We strive to treat our residents with dignity and respect and be a good corporate citizen in the communities in which we operate.

DOING THE RIGHT THING AT THE RIGHT TIME FOR THE RIGHT REASONS

In 1995 we formed a 501(c)(3) charitable organization known as The Open Arms Foundation. Our corporate charity provides furnished housing at no charge for those receiving long-term critical medical treatment away from their own home. Through The Open Arms Foundation, we support families and individuals in medical crises and have provided thousands of families the ability to eliminate the housing costs associated with long-distance medical care while being able to have family and friends stay with them for support. The program is run by MAA associates who volunteer and can use work hours to support the charity.

In June of 2018, with the support of our Board of Directors, which oversees our corporate governance practices, we formed an Environmental, Social and Corporate Governance Steering Committee led by our Chief Executive Officer. Among other responsibilities, the Steering Committee and its subcommittees are focused on the goals expressed in this statement and continuing to ensure respect for human rights throughout the company.

The development of this statement is a catalyst to further strengthen our positive impact on the human rights of those in our communities, and to identify and address any adverse human rights impacts we may cause directly or indirectly through our business activities. Our CEO will continue to lead the charge, supported by our committed department heads and responsive to the input of our associates, residents and investors.