

HUMAN RIGHTS POLICY

Postal Realty Trust, Inc. (the “**Company**”) is committed to respecting human rights. The Company believes that all persons are entitled to be treated with dignity and respect and has adopted the following policy aligned with the United Nations’ Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

Equal Opportunity

The Company is committed to equal opportunity in workplaces that are free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

Workplace Safety

The safety and health of the Company’s employees is one of its top priorities. The Company strives to not only comply with applicable safety and health laws and regulations, but also address and remediate identified risks of accidents, injury and health impacts. The Company’s policies regarding health and safety are outlined in its employee handbook, which is provided to, and also applies to, every employee. The Company is also committed to a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Labor

The Company prohibits the use of all forms of forced labor, whether prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. The Company also has a no tolerance policy for employees and vendors in violation of the Company’s standards regarding slavery, human trafficking and child labor and anyone in violation of those standards is subject to termination. The Company also respects employees’ right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment.

Compensation

The Company compensates its employees competitively relative to the industry and local labor market and in accordance with applicable legal standards. The Company works to ensure full compliance with applicable wage, work hours, overtime, and benefits and other labor laws. The Company is committed to paying living wages under humane conditions. Each of the Company’s employees is entitled to clear, written information about their employment conditions with respect to wages before they enter employment and as appropriate throughout their term of employment.

Right to Water

The Company recognizes the right to clean water as a fundamental human right. The Company respects the basic need for sustainable water supplies, safe drinking water and protection of both ecosystems and communities through proper sanitation.

Reporting Violations

If there is ever a concern that anyone associated with the Company may have engaged or is about to engage in any conduct in violation of this policy, employees should promptly bring the matter to the attention of human resources. If a team member does not believe that talking to human resources is appropriate, if they are uncomfortable doing so, or if doing so does not result in a response with which they are comfortable, then they should contact Secretary or anonymously comment through the Company’s whistleblower hotline.

Board and Executive Governance and Oversight

The Company’s Corporate Governance and Compensation Committee of the Board of Directors advises the Board in reviewing and recommending for approval the company’s ESG (environmental stewardship, social responsibility, and governance) activities, goals, and policies on an annual basis. The Committee reviews the adequacy of the Company’s

governance guidelines and focuses on reputational and corporate governance. The Company management has oversight over human rights, ethics, compliance, ESG and inclusion and diversity practices.

Training Opportunities

The Company believes that its social responsibility efforts are supported by education and training that promote values, beliefs and attitudes that contribute to the ability of individuals to uphold their own rights and protect the rights of others, and provide opportunities to develop and retain knowledge on environmental, and health and safety issues. The Company intends to regularly offer education opportunities, training and communications to employees on various issues, including diversity and inclusion, anti-harassment and anti-discrimination and environmental sustainability.

Implementation and Enforcement

Every employee is responsible for their own business conduct and is encouraged to speak up if something does not seem right. The Company's Code of Business Conduct and Ethics can be found on the Company's website and are also shared with all employees. The Company's vendors follow policies and responsibilities set out in the Company's vendor code of conduct. The responsibilities of the Company's management include setting and updating the ethics policy, overseeing employee ethics training, providing guidance and advice to employees and investigating reported incidents of ethics non-compliance. All reports may be submitted anonymously and are thoroughly evaluated.

Reporting

Employees should report any conduct that they believe to be a violation of this policy to the Secretary or the human resources department. Alternatively, a report can be filed anonymously through the Company's whistleblower hotline as outlined in the Company's whistleblower policy.

Disciplinary Actions

The Company will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation, even when no evidence is found to substantiate the report. Any violation of this policy may be grounds for disciplinary action, up to and including termination. The Company has the exclusive right to interpret this policy regarding their respective employees.