

VENDOR CODE OF CONDUCT

Postal Realty Trust, Inc. (the “**Company**”) is committed to conducting its business at the highest ethical level and this commitment extends to its relationships with its vendors. Vendors are encouraged to follow the same ethical standards as the Company regarding social responsibility, environmental impact and corporate governance.

Social Responsibility

The Company expects its vendors to be fair in business dealings. The Company expects each vendor to understand and respect human rights and implement procedures to ensure compliance with related national labor standards and regulations, including:

- comply with national and local laws and regulations, including but not limited to working hours (e.g., uncompensated hours that exceed the legal limit), fair wages, prohibiting the use of forced labor and/or child labor, and education/training requirements;
- provide safe working environments for employees and customers accessing the premises where the vendor is active. Appropriate measures should be taken to ensure the health and safety of any individual related to the vendor’s work, compliance with all OSHA regulations, segregating work areas, ensuring appropriate traffic control, minimizing their onsite footprint, and appropriate training and certifications for the work being performed; and
- committed to equal opportunities for employees. No employee or potential employee should be discriminated against based on race, religion, color, gender, sexual orientation, age, disability, national origin or any other class protected by law. Vendors should ensure a safe and inclusive environment is maintained for their employees.

Vendors should conduct business in accordance with applicable United States equal employment opportunity laws and supporting and promoting the principles of the United Nations’ Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights, and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Environmental Impact

The Company is committed to sustainable business practices at its headquarters and across its portfolio. As the Company’s tenants are generally responsible for the operation of its properties, the Company views the following as best practices for tenants and vendors to responsibly manage utilities and building maintenance in a sustainable manner that conserves energy, water and waste including:

- complying with all applicable environmental laws and regulations;
- promoting opportunities to minimize energy and water use, reduce carbon impacts and lower transportation use;
- ensuring that any hazardous materials used during the vendor’s work will be handled, stored, managed and disposed of in accordance with applicable regulations;
- minimizing transportation requirements for any on-site activities by packaging products and materials in an effective way for delivery and by selecting materials, equipment and supplies that are produced locally to the project site whenever feasible;
- taking industry-standard measures to prevent pollution and managing wastewater and waste materials; and
- using best efforts to minimize waste produced, including recycling of construction materials and other waste.

Corporate Governance

The Company’s Code of Business Conduct and Ethics reflects its value of conducting business with high integrity and ethical considerations. All vendors are encouraged to adhere to this standard while engaged in business with the Company and encouraged to apply this same standard to their operations. The Company’s commitment to a harassment free workplace is extended to its vendors as well as compliance with all laws regulating antitrust, money laundering and corruption.

Reporting

The Company believes it is best practice for vendors to institute effective management systems that utilize the best available techniques and practices to adhere to this code of conduct and continuously improve their performance. This should include a process for the identification and proactive mitigation of risks associated with compliance to this code of conduct, as well as a process for ongoing monitoring and review of risk controls, and prompt and accurate reporting of all incidents. The Company requests its vendors to bring to its attention possible risks and/or negligence of this code of conduct that may impact the integrity of the Company. Vendors are encouraged to report violations, breaches and/or concerns to the Company at 75 Columbia Avenue, Cedarhurst, NY 11516, Attention: Secretary.

The Company reserves the right to modify this code of conduct at any time in its sole discretion, without prior notice. This code of conduct does not alter any parties' legal or contractual rights. Vendors are expected to self-monitor and demonstrate compliance with this code of conduct. The Company reserves the right to take appropriate actions, including pursuing legal remedies for non-compliance.