

Human Rights Policy

We at Extra Space Storage, Inc. (“Extra Space” or “the Company”) are committed to maintaining a strong culture of respect for human rights. We have adopted company policies, practices and procedures to reflect and implement this culture. We are committed to treating our employees, customers, shareholders, suppliers, and local communities with dignity, respect and equality. We are committed to staying in compliance with applicable laws, rules and regulations. Upholding this commitment includes engaging in our business in a manner that is respectful of human rights in all our activities.

1. We respect and value the rights of our employees and strive to provide them with a safe and inclusive environment. We treat our employees with respect and dignity. We respect and embrace diversity in social customs and cultural traditions.
2. We respect the human, cultural and legal rights of all individuals and communities and promote the goals and principles of the United Nations Universal Declaration of Human Rights. This commitment extends to the fair treatment of all people, including indigenous people, regardless of race, color, gender, gender identity, national origin, religion, sexual orientation or income level.
3. We embrace the inalienable rights of all people to live their lives free from discrimination and abuse. We do not tolerate any discrimination in employment based on an individual’s protected status. We strive to provide a work environment free from prohibited discrimination, harassment and retaliation. We provide reasonable accommodations for qualified persons with disabilities, religious beliefs, and pregnancy/childbirth (and related conditions).
4. We do not permit the employment of underage children in our workforce or the use of forced or compulsory labor. Our employees have the right to fair working conditions, competitive wages, and reasonable working hours.

5. We manage our facilities and conduct our operations in a manner intended to protect the health and safety of our employees, customers, contractors and any other visitors. We work to abide by all applicable privacy-related laws and regulations in the places where we operate.
6. We are committed to high standards of ethical and business conduct as it relates to our procurement of goods and services. We treat our suppliers with respect and integrity and are dedicated to serving as a good partner to the many companies who help us meet our mission. We are committed to high standards of ethical and business conduct as it relates to how we develop, offer and provide services.
7. We invest in our communities, providing funding and other support to a wide range of causes. We are committed to serving as thought leaders and consensus builders in our communities, advancing our values of respect for all individuals, equal opportunity, diversity and inclusion, and protecting the environment.
8. We conduct our operations in an environmentally responsible manner and in compliance with all applicable legal requirements. We proactively strive to manage our environmental impacts and continue to enhance the sustainability of our operations.
9. We work every day to ensure an open, inclusive and ethical work environment in which our employees strive to do the right thing to serve our many stakeholders and to ensure the long-term success of our enterprise.

Any employee who believes there may have been a violation of this Policy should report it through established channels, including to their supervisor, the Legal Department, or Human Resources. Reports of potential violations will be investigated and, if substantiated, remedial action will be taken. Extra Space will not tolerate any retaliatory action against someone who comes forward in good faith to raise concerns about possible violations of this Policy.

Extra Space may conduct additional audits or assessments, as appropriate, to measure compliance with the above commitments.