



Human Rights Policy

Overall

The Macerich Company requires that employees conduct business with integrity, as further set out in the *Code of Business Conduct and Ethics* with additional standards imposed on its CEO and all senior financial officers in the *Code of Ethics for CEO and Senior Financial Officers*. Macerich is also committed to respecting human rights, as guided by principles set forth by the UN Guiding Principles on Business and Human Rights (the UNGPs), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights, which encompasses the UN Universal Declaration of Human Rights. Macerich strives to conduct business consistent with these principles.

This Human Rights Policy applies to the Macerich Company, its employees and its vendors and suppliers. Additionally, Macerich expects our vendors and significant suppliers to uphold these principles and urges them to adopt similar policies, as outlined in our *Supplier Code of Conduct*. While Macerich conducts business operations domestically, the Company supports and respects human rights globally.

This Human Rights Policy is subject to revision and update from time to time.

Human Rights

Macerich strives to treat all individuals with dignity and commits to comply with all relevant state and federal laws and regulations with regard to employment practices including but not limited to maximum working hours, freedom of association and right to collective bargaining, benefits, health and safety, acceptable living conditions, right to clean water and non-discrimination.

Forced, Involuntary & Child Labor

Macerich condemns the use of all forms of forced labor, including bonded, indentured, prison or child labor, modern forms of slavery and any form of human trafficking, and fosters a workplace that is free from corporal punishment and intimidation. Macerich will work with its vendors and significant suppliers to address the foregoing, and if identified, seek to remedy them. All employees of Macerich are employees at-will and are free to terminate their employment at any time. Macerich will adhere to minimum age provisions of both applicable state and federal laws.

Health & Safety

Macerich is committed to provide a safe and healthy working environment for employees and takes steps to prevent accidents and injuries and provide health related benefits to employees. See the Company's overarching commitment to these goals outlined in the *Macerich Health & Safety Policy*.

Non-Discrimination & Harassment

Macerich commits to provide a work environment that is free of unlawful discrimination, harassment and retaliation. The diversity of the Company's employees is one of our strongest assets and it is, therefore, incumbent upon each of us to maintain an environment that is open and inclusive to all. In keeping with this commitment, Company policy prohibits all forms of unlawful discrimination,

harassment and retaliation, including sexual harassment and harassment, discrimination or retaliation based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, sex stereotyping, pregnancy, denial of medical and family care leave, pregnancy disability leave, or military and veteran status or any other characteristic protected by state or federal law.

Macerich strives to provide a workplace that is free of direct or indirect discrimination, harassment or bullying, and provides relevant training, learning and development opportunities for all employees.

Equal Opportunity

Macerich seeks to create an environment where all employees are treated in a similar manner in regards to recruitment, compensation and benefits, training, promotion, transfer and termination, and solely based upon their abilities to meet the requirements and standards for the role.

Community

Macerich respects the values of the people in the communities in which we operate. Macerich seeks to contribute, within the scope of our capabilities, to improving the economic, environmental and social conditions of the communities in which we operate and serve as a positive influence through programs based on local priorities.

Reporting Concerns

The commitments and standards of conduct described in this Human Rights Policy are critical to the ongoing success of Macerich. If an employee has any concerns about compliance or ethics issues while working for Macerich or wants to report illegal or unethical activities, contact:

Olivia Bartel Leigh, Senior Vice President, Portfolio Operations and People

Email: Olivia.Leigh@Macerich.com

The Macerich EthicsLine may also be used for reporting concerns. EthicsLine is a toll-free phone line which allows individuals to anonymously report concerns or violations of this Code. EthicsLine is available 24 hours a day, seven days a week so unethical situations can be reported anonymously and in privacy. No call-tracing or recording devices are used when reporting concerns.

EthicsLine: 1-800-500-0333

All matters raised in good faith through these reporting lines will be handled in a non-retaliatory basis and Macerich will attempt to preserve confidentiality to the extent that the needs of the situation permits. Macerich will not tolerate retaliation towards individuals who raise concerns in good faith.