



Tanger

Human Rights Policy

General

Tanger is committed to demonstrating value and respect for all people. To that end, through our business principles, Tanger commits to operating its business in a manner consistent with the principles embodied within the United Nations Universal Declaration of Human Rights and complies with all applicable laws safeguarding and enforcing those ideals.

Tanger recognizes its responsibility to respect human rights in its operations, to promote an appropriate example and to make a positive impact within our sphere of influence. In addition, the Company's core values enumerated below work to further develop its culture as one committed to ethical business practices and good corporate citizenship.

Tanger Core Values

- **Consider Community First**
- **Seek The Success of Others**
- **Act Fairly and With Integrity**
- **Make It Happen**

As stated above, Tanger's Core Values and business principles require that its business be conducted with honesty and integrity, and in full compliance with all applicable laws. Company policies establish clear ethical standards and guidelines for how the Company does business and establishes accountability. All employees are required to obey the law and comply with specific standards relating to legal obligations, ethics, and business conduct. The Company has clear accountability mechanisms in place to monitor and report on compliance with these directives. In addition, parties contracting with the Company, such as vendors, are also required to operate in a manner which is compliant with all applicable laws and subject to certain operating standards, and where necessary the Company will take actions to terminate relationships with parties who fail to comply with those standards.

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Protection Of The Rights Of Children

Tanger condemns all forms of exploitation of children and does not engage in or condone the unlawful employment or exploitation of children in the workplace. Tanger prohibits the use of child labor with vendors, suppliers, or other third-parties with whom Tanger may engage. We are committed to combating the exploitation of children and are therefore supportive of laws duly enacted to prevent and punish those involved in the criminal exploitation of children.

Human Trafficking, Slavery And The Right To Voluntary Labor

Tanger respects the free choice of all persons and strictly prohibits forced or compulsory labor for employees. Tanger will not knowingly do business with, tolerate, or associate with entities that condone or are engaged in the practice of coercion or involuntary servitude.

Tanger endorses the UN Guiding Principles on Business and Human Rights and is dedicated to respecting and protecting human rights within its organization. Tanger complies with applicable laws protecting human rights and will cooperate with law enforcement authorities to address any allegations of human rights violations of which Tanger becomes aware.

Protection Of The Rights Of Employees

HEALTH AND SAFETY

Tanger acknowledges the human rights of its employees and endeavors to provide a safe and healthy working environment for all of its employees. Tanger supports the elimination of all forms of forced, bonded or compulsory labor, the freedom of association and the right to choose a collective bargaining representative, if desired.

DISCRIMINATION

Tanger has a zero-tolerance policy with regards to discrimination, harassment and threatening or violent behavior towards others. Tanger is committed to providing a workplace free from any type of unlawful discrimination; therefore, anyone found to be participating in unlawful discrimination shall be subject to disciplinary action. Tanger is committed to recruiting and hiring qualified, dedicated personnel regardless of race, color, religion, nationality, sex, age, sexual orientation, veteran status, disability, or any other protected class.



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HARASSMENT

Tanger believes that in addition to equal employment opportunity, every employee has the right to a workplace free of harassment. Tanger is committed to providing a work environment that supports individual dignity and respect. Any form of harassment, including that of a sexual nature, violates Tanger policy and our sense of ethics and professionalism.

Any and all behavior and/or conduct which rises to the level of harassment, threat, intimidation, or otherwise creates a hostile work environment, is strictly prohibited, including but not limited to verbal threats and intimidation as well as any physical assault or corporal punishment.

Tanger encourages all employees to report ethics violations including any and all instances of discrimination, harassment, threatening or violent behavior without fear of reprisal or retaliatory action.