



Human Rights Policy

Effective as of January 25, 2022

Broadstone Net Lease, Inc. ("BNL", "we", "our") is committed to being a responsible corporate citizen by respecting and promoting human rights in our employment and business relationships, as well as supporting the protection and advancement of human rights for all. While many of our policies evidence our commitment to the respect and promotion of human rights, we continue to strive towards improving our approach to the advancement of this key global issue. To that end, we support and promote 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, as well as the various human rights protections set forth in the laws of the United States and the states and communities in which we operate. We further acknowledge that our responsibilities and commitments extend to the protection of minority groups' and women's rights.

The commitments provided by this policy work in conjunction with our corporate culture, the policies set forth in our Code of Ethics and Business Conduct and Corporate Governance Guidelines, as well as our internal policies and programs regarding workplace safety, employment practices and employee well-being.

This policy applies to BNL's workforce and all of BNL's operations, including our indirect and direct subsidiaries – regardless of geographic location – and covers all of our employees and facilities. We also expect our vendors to uphold these principles and urge them to adopt similar policies within their own businesses.

I. Commitment to Diversity and Inclusion

BNL is committed to creating and maintaining a culture of inclusion and connectedness and we believe the company is better able to grow and improve with a diverse Board, management, and team of employees. To that end, we value and advance the diversity and inclusion of the people with whom we work.

We are committed to equal opportunity in workplaces that are free from discrimination or harassment on the basis of race, color, sex, age, disability, religion, citizenship, national origin, ancestry, military status or veteran status, marital status, pregnancy, familial status, sexual orientation, gender identity or expression, domestic violence victim status, predisposing genetic characteristics and genetic information, reproductive health decision making, including the decision to use or access a particular drug or medical service, and any other status or characteristic protected by law. Decisions regarding recruitment, hiring, compensation, promotion, job assignments, transfers, demotions, training, leaves of absence, layoff, benefits, termination and employer-sponsored activities, including social and recreational programs may not be based on any of the factors above, but should instead be based on rational factors such as

qualifications, performance, skills and experience.

We do not accept disrespectful or inappropriate behavior, harassment, or retaliation in the workplace or in any work-related circumstance outside the workplace and our policies expressly prohibit such conduct and behavior. We regularly provide formal training to all employees on elements of human rights, including diversity, equity and inclusion, anti-harassment, and other trainings to promote fairness, equity and a safe working environment.

Equal employment opportunity notices, which summarize the rights of employees to equal opportunity in employment and provide contact information for various government agencies, are posted in common areas of our offices. Upon hiring, each employee is provided with copies of our detailed policies regarding, among other things, equal opportunity, discrimination and harassment, which further detail the standards of conduct we require in the workplace. Employees may also access such policies at any time on BNL's intranet.

II. Freedom of Association and Collective Bargaining

BNL adheres to the conventions of the International Labour Organization, including *Freedom of Association and Protection of the Right to Organize* (No. 87) and *Right to Organize and Collective Bargaining* (No. 98).

BNL strives to create workplaces in which open and honest communications among all employees are valued. We respect our employees' right to form, join or not join, labor unions, without fear of reprisal, intimidation or harassment. In the case of employees represented by a legally recognized union, we are committed to bargaining in good faith with that union.

III. Health and Safety

The safety and health of our employees, vendors, and tenants is of paramount importance. BNL has policies and procedures in place to ensure our workplaces are free of recognized hazards, including workplace violence, and follow applicable health and safety laws and regulations. In addition to complying with applicable laws, we also address and remediate identified risks of accidents, injury, and health impacts. We are committed to engaging with our employees on an ongoing basis to continuously improve health and safety in the workplace. We provide each of our employees with our detailed policies regarding health and safety, which encompass all of our facilities and operations.

IV. Forced Labor and Human Trafficking

BNL 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. We mitigate the potential for human trafficking in our supply chain by committing to work with well-established suppliers and vendors. We have a zero-tolerance policy for employees, suppliers and vendors in violation of our company standards regarding slavery and human trafficking and anyone in violation of those standards is subject to termination.

V. Child Labor

BNL complies with all local minimum working age laws and requirements and prohibits the use of child labor.

VI. Work Hours, Wages & Benefits

BNL compensates our employees competitively relative to the industry and local labor market, and in accordance with applicable legal standards. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits and other labor laws. We are committed to paying living wages under humane conditions. Each of our 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, as well as a copy of our detailed policies regarding disciplinary actions and a formal annual review.

Our employee benefits program focuses on the overall well-being and development of our employees and includes generous paid time-off policies for both personal and sick leave, on-site flu vaccinations, 100% employer-paid health insurance options for all full-time employees, employer contributions to a health savings account (for those employees with high deductible plans), health concierge services, employer-funded life insurance, as well as other customary benefits. We strive to promote a healthy workplace, offering webinars, health and fitness challenges and events, and an Employee Assistance Plan that provides counseling services to employees.

We also encourage professional growth for all of our employees through internal training and development and by offering access to various online educational and training resources and webinars, reimbursement for continuing education, and opportunities for tuition assistance and reimbursement.

VII. Right to Water

We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

VIII. Guidance and Reporting for Employees

Our employees should not accept any direction by their supervisor that is inconsistent with this Policy. If there is ever a concern that anyone connected with our company may have engaged or is about to engage in any conduct in violation of this Policy, our employees should promptly bring the matter to the attention of our General Counsel. If an employee does not believe that talking to our General Counsel is appropriate, if they are uncomfortable doing so, or if it does not result in a response with which they are comfortable, then they should contact any of our other executive officers or any member of our Board of Directors, either directly or through www.broadstone.ethicspoint.com.

IX. Policy Oversight

The Policy is overseen by BNL's ESG Committee and is reviewed annually. Our ESG Committee meets at least quarterly, and is comprised of a representative group of employees, including our Chief Executive Officer, Chief Financial Officer, and Chief Operating Officer.

We may waive application of the policies set forth in this Policy where circumstances warrant granting a waiver, subject to appropriate terms and conditions. This Policy is not intended to, and does not, grant any rights to any director, officer, employee, tenant, supplier, competitor, stockholder or any other person or entity.