

CubeSmart®

Human Rights Policy

At CubeSmart® (the “Company”), It’s What’s Inside that Counts and we are committed to maintaining a strong culture of respect for human rights. We have adopted Company policies, practices, and procedures to reflect and implement our culture of genuine care. We are committed to treating our teammates, 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 teammates and strive to provide them with a safe and inclusive environment. We treat our teammates 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, indentured, bonded or compulsory labor. Our teammates 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 teammates, 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 and we expect the same treatment in return from our suppliers. 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 teammates strive to do the right thing to serve our many stakeholders and to ensure the long-term success of our enterprise.
10. We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We frequently engage with our teammates to improve health and safety in our workplaces.

All Company teammates are expected to follow the spirit and intent of our guiding principles to ensure respect for human rights. These principles are an integral part of other related policies, including our Code of Business Conduct and Ethics.

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

Our commitment to human rights is continuous and this policy will be reviewed and updated periodically to ensure we are adapting as necessary to our changing world. The Company may conduct additional audits or assessments, as appropriate, to measure compliance with the above commitments.

Adopted: February 22, 2023

This Policy is guided by international principles including those encompassed in the United Nations Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Bill of Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work