

Exhibit A

General

The Cousins Properties Incorporated (“Cousins” or “the Company”) Vendor Code of Conduct (“the Vendor Code”) describes Cousins’ expectations of how its vendors, consultants, and independent contractors conduct business. All vendors, consultants, and independent contractors (singularly and collectively, “Vendors”) engaged in providing products and services to Cousins are expected to embrace this commitment to integrity by complying with the Vendor Code and communicating and enforcing the Vendor Code provisions throughout their organization and across their supply chain, including to sub-vendors and subcontractors.

We expect that our Vendors understand the requirements of this Vendor Code, operate in accordance with the expectations outlined in this Vendor Code and comply, at a minimum, with all applicable laws, rules, regulations, and standards within the geographies in which they operate. In instances where standards outlined in the Vendor Code differ from local laws, Vendors must respect these standards within the framework of the applicable local laws. Vendors must be open and cooperative with regulators and comply with global and local jurisdictional requirements. This document summarizes the Company’s expectations of Vendors, sub-vendors, and their staff.

Vendor Code of Conduct:

1. Ethical Business Practices

Cousins is committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable laws, rules, and regulations. We expect our Vendors to share our principles and uphold our standards and for each to develop policies and programs as appropriate to ensure that all workers understand and adhere to these standards.

a. Anti-Bribery

Cousins does not tolerate corruption or bribery in any form, and we expect our Vendors to fully comply with requirements of all applicable anti-corruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act.

b. Privacy and Data Protection

We expect our Vendors to protect confidential information. Vendors must adopt and maintain processes to provide reasonable protections for personal, proprietary, and confidential information, including information that they access, receive or process on behalf of Cousins. Vendors should recognize that unauthorized use or disclosure of such information may have personal, legal, reputational, and financial consequences for the Vendor, individuals whose personal information may be implicated, and Cousins. In addition, Vendors must comply with all applicable privacy / data protection and information security laws and regulations.

c. Grievance Mechanism

We expect our Vendors to have a process through which workers can raise workplace concerns without fear of retaliation. This grievance mechanism should be transparent and understandable to workers and should ensure the protection of whistleblowers.

2. Labor and Human Rights

We expect our Vendors to treat people with respect and dignity, encourage diversity, promote equal opportunity for all, and help create an inclusive and ethical culture. We expect our Vendors to have similar policies and practices that apply to all workers, suppliers, and their supply chains, including migrant and temporary workers, and address the following topics:

a. Wages and Benefits

Vendors must comply with all applicable wage and compensation requirements under applicable labor laws for regular work, overtime, maximum hours, piece rates, and other elements of compensation and employee benefits. Cousins encourages vendors to work toward improving standards of living and quality of life for their employees and communities.

b. Working Hours

Workers should not be required to work in excess of the relevant legal limits on working hours, overtime hours and number of working days per week. Workers shall be granted and correctly compensated for any types of paid leave or time off to which they are legally entitled under applicable law, which may include for example, holidays, maternity/parental leave, family care leave and sick leave.

c. Slavery, Forced Labor and Human Trafficking

Cousins does not tolerate slavery, forced labor, or human trafficking in any form and Cousins will not knowingly work with Vendors who engage in these practices or permit their subcontractors to engage in these practices. We expect our Vendors to fully comply with requirements of applicable slavery, forced labor and human trafficking laws.

All work must be performed under and in accordance with contracts that have been entered into voluntarily. Vendors must not use involuntary labor of any kind, including prison labor, debt bondage, or forced labor by governments. Vendors must not engage in practices associated with forced labor. Additionally, Vendors must not engage in or support human trafficking and are encouraged to implement due diligence measures to ensure that no human trafficking exists within their extended supply chains.

d. Child Labor

Vendors must not employ child labor and should take the necessary preventive measures to ensure that they do not employ anyone under the applicable legal minimum age of employment. Such measures include age verification systems, training for managers, and communicating with sub-Vendors and suppliers on child labor issues.

e. Freedom of Association

Cousins expects Vendors to respect workers' rights to freedom of association by meeting or exceeding the relevant requirements of local law.

f. Inclusion and Non-Discrimination

Workers should be treated with respect and dignity at all times. Cousins requires Vendors to comply with all applicable laws regarding discrimination in hiring and employment practices. Cousins expects Vendors to maintain a workplace free of discrimination, harassment, victimization, and any other form of illegal or inappropriate behavior or abuse on any grounds protected by law, including but not limited to age, disability, ethnic origin, gender, nationality, race, sexual orientation, marital status, pregnancy, religious beliefs, or veteran status.

3. Vendor Diversity and Inclusion

Cousins values and embraces diversity in the backgrounds, cultures, interests, and experiences within our organization, and we expect our Vendors to share this commitment in their operations and within their supply chain. Respect for individuality and personal experience and backgrounds is a key tenet of this commitment.

4. Environmental Stewardship

Environmental stewardship is an important aspect of how Cousins operates our business. Cousins encourages our Vendors to adhere to similar environmental efforts as appropriate to their businesses and aligned with best practices locally and globally. This includes implementing processes to identify and manage risks and opportunities related to the environment and water.

a. Energy and Emissions

Cousins encourages our Vendors to track, manage, and mitigate the environmental impact of their operations and strategies, including those of their suppliers. Vendors are encouraged to take reasonable efforts to reduce greenhouse gas (GHG) emissions caused by their operations. If requested by Cousins, we encourage Vendors to disclose energy and emissions management policies and performance.

b. Water

Vendors are encouraged to take steps to conserve, reduce use of, and reuse water in their own operations. Vendors are also encouraged to manage water resources to ensure their operations do not prevent access to sufficient safe water for all users in surrounding communities, including those both up and downstream from their facilities.

c. Waste

Vendors are encouraged to take concrete steps to minimize or eliminate waste across their operations and those of their suppliers. Any waste and in particular, hazardous waste, must be managed in a responsible manner. Chemicals and other materials posing a hazard if released to the environment should be identified and managed to ensure safe handling, movement, storage, recycling or reuse and disposal. All workers who handle waste and hazardous wastes must be properly trained on how to deal with substances and the potential hazards the material presents to the worker and environment if mismanaged or released. Vendors must only use permitted transporters and haulers that have a positive record of operating safely and complying with applicable transportation laws and best management practices.

d. Material Restrictions and Handling

All materials used by Vendors must comply with applicable rules, laws, and regulations regarding the prohibition or restriction of specific substances to ensure safe and responsible handling, storage, movement, reuse, recycling, and disposal.

5. Management Systems and Governance

Cousins encourages Vendors to institute effective management systems that utilize the best available techniques and practices to adhere to this Vendor Code and continuously improve their performance, including the identification and proactive mitigation of risks associated with compliance to this Vendor Code, as well as a process for ongoing monitoring and review of risk controls, and prompt and accurate reporting of all incidents.

Summary

This Vendor Code sets forth Cousins' expectations for current and future Vendors. Cousins expects all new and existing Vendors to meet our minimum expectations and to aspire to make continuous improvements to their businesses as noted herein. Any facts or circumstances which are likely to lead to any Vendor's inability to meet the requirements and expectations of this Vendor Code should be reported promptly to its Cousins relationship manager.

Cousins is committed to continuously reviewing and updating this Vendor Code. Therefore, this Vendor Code is subject to modification from time to time. The contents of this Vendor Code are additional to and do not in any way affect or prejudice any of Cousins' rights and remedies under the relevant contracts with each Vendor, if any. In the event of any non-compliance to the requirements of this Vendor Code or breach of contract, Cousins reserves its rights and retains the sole discretion to exercise any rights under this Vendor Code, any relevant contract and/or local laws and regulations.

The failure or omission by Cousins to insist upon strict performance and compliance with any of the provisions of this Vendor Code at any time shall in no way constitute a waiver of its rights. In the event of any conflict or ambiguity between any provision of this Vendor Code and the provisions of any relevant contract with any Vendor, the provisions of that contract will prevail.