



MEDICAL PROPERTIES TRUST, INC.
HUMAN RIGHTS POLICY
Revised 04/2023

COMMITMENT

Medical Properties Trust (“MPT” or the “Company”) is committed to an inclusive, safe, and ethical workplace. This commitment includes respecting the dignity and worth of all individuals, encouraging all individuals to reach their full potential, encouraging the initiative of each employee, and providing equal opportunity for development to all employees.

We strive to respect and promote human rights in accordance with the principles outlined in the United Nations Universal Declarations of Human Rights and specific International Labour Organization (ILO) conventions, as well as human rights guaranteed by the countries and communities in which we operate.

SCOPE

Employee Expectations: This global policy applies to all Medical Properties Trust employees worldwide at all Medical Properties Trust locations.

Vendor/Contractor Expectations: We expect our vendors and contractors to be fair and just in all business dealings and to consider the respect, health, and security of those they serve. Vendors are responsible for communicating any relevant provisions of this Policy to their employees, agents, and subcontractors.

GENERAL

Harassment and Discrimination

- We are firmly committed to providing equal opportunities in all aspects of employment and forbid discrimination against any person or harassment, intimidation, or hostility of any kind against any person, including on the basis of race, ethnicity, religion, color, sex, sexual orientation, sexual or gender identity, age, disability, national origin, military or veteran status, retaliation or any additional characteristic or conduct that may be protected by applicable local, state or federal law.

Fair Living Wage

- We are committed to providing a fair living wage for all employees. We aim to provide competitive compensation rates and meet or exceed the minimum wage. 100% of our employee compensation exceeds the minimum wage.

Protection of Minority Groups' and Women's Rights

- Minority groups and women are integral to our business model and growth ambitions. We respect the rights of minority groups and women and seek to manage and grow a socially responsible business where minority groups and women participate on an equal basis as other groups.

Health and Safety

- MPT is committed to providing a safe and healthy workplace and to being prepared to respond effectively in the event that incidents occur. We empower all employees to actively identify hazards, prevent and correct unsafe conditions and demonstrate safe behaviors at every level. Additionally, employees are offered first aid and CPR training and relevant safety equipment is made available.

Child Labor

- We comply with all local minimum working age laws and requirements and prohibit the use of child labor.

Forced Labor and Human Trafficking

- MPT is strictly committed to only using voluntary labor. As such, we prohibit engaging in any form of human trafficking, slavery, or forced labor in any part of our operations.

Freedom of Association and Collective Bargaining

- MPT complies with applicable laws and regulations concerning the freedom of association and collective bargaining.

Right to Water

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

Stakeholder Engagement

- We believe fostering engagement among key stakeholders, including our major stockholders, tenants, vendors, employees, and members of the community in which we operate, is crucial for identifying and addressing human rights risks. As such, we encourage feedback from stakeholders as we further develop, implement, and evaluate the effectiveness of this policy.

OVERSIGHT

MPT's Environmental and Social Responsibility Committee reviews, and when appropriate, makes recommendations to the Board regarding the policies of the Company concerning environmental, social, and governance matters, including those of human rights, health, and safety.

All Medical Properties Trust employees are responsible to uphold and operate within the guidelines of this policy to ensure our business complies with all laws and regulations applicable to our operations. All MPT Employees receive a copy of the Employee Handbook, which sets forth detailed standards of conduct and prohibitions against all forms of workplace violence.

The responsibility for ensuring compliance to this policy is assigned to all employees. Employees are encouraged to raise any human rights violations, breaches, and/or concerns to their supervisor, our human resources, or legal departments, or by calling our 24-hour, anonymous hotline, which is 800-792-8133. Calls are answered by a third-party and relayed to the appropriate party for further investigation and remediation. The Company will not condone any form of retaliation against any employee for making a report under this policy. Further information regarding the hotline can be found in our Code of Ethics and Business Conduct or Employee Handbook.