

**POLICY 6.23 HUMAN RIGHTS**

**EFFECTIVE DATE:** June 14, 2012  
**REVISED:** December 10, 2015

**I. POLICY**

In accordance with our RISE values and Standards of Business Conduct, CBRE is committed to the value of and respect for all people. We follow and uphold all laws and regulations in all countries in which we operate.

While governments have the primary responsibility for protecting the human rights of their citizens, CBRE recognizes its responsibility to respect human rights in its operations, to promote an appropriate example and make a positive global impact. Therefore, CBRE is dedicated to complying with the *United Nations Universal Declaration of Human Rights*.

**II. SCOPE**

- A. This policy applies to all CBRE businesses and departments globally, including all corporate office locations, lines of business, shared services and operational business units.
- B. This policy specifically addresses CBRE's commitment to promoting human rights on a global scale. While definitions vary depending on the governing or international body, those areas in which CBRE can make a positive contribution are listed below.

**III. GENERAL****A. Child Labor**

- 1. CBRE does not engage in or condone the unlawful employment or exploitation of children in the workplace.
- 2. We are committed to combating the exploitation of children and therefore prohibit any use of child labor with any vendor, suppliers, or other third party arrangements.
- 3. CBRE will work to raise awareness internally of such exploitation and cooperate with law enforcement authorities to address any such instances of which the Company becomes aware.

**B. Human Trafficking, Slavery and the Right to Voluntary Labor**

- 1. CBRE respects the free choice of all persons and strictly prohibits forced or compulsory labor for any employees.
- 2. We will not do business with, tolerate, or associate with organizations or entities that condone or are engaged in the practice of coercing or imposing of work with little or no freedom of choice.
- 3. CBRE endorses the UN Guiding Principles on Business and Human Rights and will work to raise awareness within our employee population of our responsibility to protect Human Rights.
- 4. CBRE will cooperate with law enforcement authorities to address any such instances that come to the attention of the Company.

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**C. Freedom Against Prejudice and Discrimination**

1. CBRE strives to maintain an inclusive workplace free of harassment and discrimination based on a person's status such as race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, veteran or military status or other characteristics protected by applicable laws.
2. Each region, line of business, and country will ensure that it has the requisite policies and practices in place to foster a harassment and retaliation free environment.

**D. Safe and Secure Workplace**

1. CBRE is dedicated to providing a safe and healthy workplace for all of its employees and preventing accidents to employees, customers, and visitors.
2. Our leadership, in consultation with CBRE Health, Safety, and Environmental professionals, will ensure compliance with this commitment in every location and facility in which we work.

**E. Work Hours and Wages**

1. CBRE is steadfast in complying with all laws and regulations dealing with the wages we pay our employees and the hours they work.
2. CBRE's policy will be further defined at the regional and country level, as appropriate to prevent the exploitation of the local workforce. We are committed to being an ethical employer that strives to improve labor standards, respects our employees' contributions, and rewards them fairly.

**F. Freedom of Association**

1. CBRE respects the rights of employees and complies with all local laws and regulations concerning freedom of association and collective bargaining.

**IV. OUR COMMITMENT**

CBRE will periodically identify where our company activities could impact human rights, address those concerns, and embed human rights practices into our global culture as an ongoing commitment to our RISE Values and to being a responsible business. Activities may also include incorporation of controls into third party business relationships, training for targeted "at risk" groups, and internal and external communications, including publications outlining the steps and measures we have taken in the reporting year.