



# VENDOR & SUPPLIER CODE OF CONDUCT

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## *Introduction*

Physicians Realty Trust (NYSE: DOC) and its affiliates and subsidiaries are dedicated to making a difference in the lives of our team members, investors, healthcare partners, and those who visit our properties. DOC is firmly committed to conduct itself and promote the highest levels of integrity and responsible business conduct. The purpose of this Vendor Code of Conduct is to help all who do business with DOC to perform their duties in accordance with DOC's standards of C.A.R.E. and all applicable federal, state, and local laws, rules, and regulations.

**AT DOC, WE C.A.R.E. — COLLABORATE & COMMUNICATE. ACT WITH INTEGRITY. RESPECT THE RELATIONSHIP. EXECUTE CONSISTENTLY.**

### **Collaborate and communicate.**

We have developed a collaborative culture of mutual respect, and every team member has a sense of pride in what we accomplish together. We strive for true partnerships, working toward a common purpose, and shared success.

### **Act with integrity.**

Integrity and transparency are at the heart of all that we do. We believe that performing to the highest standards on behalf of our healthcare partners, team members, and investors is fundamental to our identity as a Company.

### **Respect the relationship.**

We continually support our partners so they can provide outstanding healthcare services in their communities. We are committed to providing industry-leading customer service.

### **Execute consistently.**

We deliver on our promises the first time and every time. By promoting a culture of innovation and creativity, and above all, consistency, we exceed our clients' expectations.





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## *Sustainability Philosophy*

At DOC, we strive to be sustainability leaders in the medical office building (MOB) sector of the healthcare real estate industry. At DOC, our approach to vendor and supplier services and agreements stems from our adherence to our G2 Sustainability<sup>SM</sup> philosophy—a practical approach to being “green” through our operational and capital initiatives that translates to a “green” cash return through cost savings over time.

Vendors and suppliers are expected to comply with applicable environmental laws and regulations and encouraged to minimize the impact on the environment through effective operating policies and procedures, conserving energy and water, and recycling wherever and whenever reasonably practical.

## *Labor Standards*

DOC expects vendors and suppliers to conduct business and employment practices that are in full compliance with applicable laws and regulations and be committed to the value and respect for all people. Applicable standards include, but are not limited to, child labor; human trafficking; slavery and the right to voluntary labor; safe and secure workplace; working hours and wages; and freedom against prejudice and nondiscrimination.

## *Confidentiality and Data Protection*

Vendors and suppliers may be entrusted or have access to public and non-public personal, business, and proprietary information. Vendors and suppliers should uphold all legal obligations and ensure the protection of sensitive information. Information should not be used for any purpose beyond the scope of the business relationship with DOC. Vendors, suppliers must maintain industry-standard cybersecurity measures and comply with applicable regulations and laws to mitigate the risk of data breaches. Vendors and suppliers must immediately notify DOC of any known or suspected information or data security breaches.





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## *Raising Concerns (“Whistleblower”)*

DOC has implemented business policies and procedures, including a whistleblower policy, which is available for review at [www.docreit.com](http://www.docreit.com) under Investors - Whistleblower. If, at any time, a vendor or supplier or any of its employees, agents, contractors or subcontractors or representatives believe that DOC or any of its employees, officers, directors or agents have violated any law or DOC policies or procedures, please advise the Chairperson of our Audit Committee immediately at [whistleblower@docreit.com](mailto:whistleblower@docreit.com).

## *Regulatory and Legal Practices*

All vendors and suppliers and their representatives must conduct their business in full compliance with laws and regulations applicable to their business and the services and supplies they provide. DOC reserves the right to modify this Vendor and Supplier Code of Conduct at any time in its sole discretion, without prior notice. This Vendor and Supplier Code of Conduct does not alter any parties' legal or contractual rights.

## *Financial Responsibility and Record-Keeping*

Vendors and suppliers are expected to maintain complete and accurate business records, including financial accounting records and quality control reports.

## *Compliance – Self Monitor*

Vendors and suppliers are expected to self-monitor and demonstrate compliance with this Vendor and Supplier Code of Conduct. DOC reserves the right to take appropriate actions, including pursuing legal remedies for non-compliance.

