

**PLYMOUTH INDUSTRIAL REIT, INC.**  
**VENDOR AND SUPPLIER CODE OF CONDUCT**

Respect for human rights is paramount at Plymouth Industrial REIT, Inc. (the “Company”) and we adhere to all labor rights, laws, rules and regulations, with the goal of positive employer/employee relations and relationships. Our Company operates with the highest degree of honesty and integrity, with our ethical principles at the forefront of our business interactions.

All vendors and suppliers with which we engage are encouraged to adhere to and self-monitor their compliance with the above-stated values and the following Plymouth Vendor and Supplier Code of Conduct (the “Code”):

**Environmental Standards**

- Adhere to all applicable federal, state and local environmental laws, rules and regulations
- Promote the use of sustainability sourced materials
- Safely handle all chemicals and hazardous materials including proper disposal and recycling
- Minimize the negative impact of climate change by reducing energy and water consumption
- Promote minimal waste and re-use and recycle whenever possible

**Social Standards**

- Adhere to or exceed all federal, state and local laws governing labor and employment matters including but not limited to fair wages, work hours, overtime compensation, and benefits
- Conduct business in line with UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises
- Strictly prohibit human trafficking and child labor and promote social justice
- Promote an inclusive environment, free of harassment and discrimination
- Enable employees to report unlawful practices or concerns at the workplace
- Encourage and provide opportunities for civic engagement and community involvement through non-profit giving and volunteerism

**Governance Standards**

- Follow all federal, state and local laws and regulations
- Maintain high ethical standards and limit courtesies such as gifts, kickbacks and other incentives
- Maintain and safeguard confidentially
- Prohibit corruption, money laundering, bribery and extortion

We regard our vendors and suppliers as a vital extension of our mission, and expect their compliance in pursuit of the highest ethical standards in all business practices. The Company promotes the self-monitoring of its Code and also reserves the right to audit or discontinue any relationship with a vendor or supplier that does not adhere to the Code.