

Nuveen Natural Capital Timberlands Human Rights Policy

I. Objective

Nuveen Natural Capital (NNC) recognises the importance of observing the fundamental rights of those directly involved in its operations, notably workers, Indigenous Peoples and local communities.

This Policy statement complements the principles provided by Nuveen Natural Capital's Global Sustainability Policy, and more specifically on the issues considered applicable and material according to the certification standard to which our operations seek to be certified¹.

II. Human and fundamental labour rights guidelines

NNC Timberland operations, including employees, contractors, and stakeholders involved in forest management activities shall strive to:

- a. Recognize and respect indigenous peoples' rights, including their rights to own, use, and manage their lands and resources. This recognition includes the established framework of legal, customary, and traditional rights such as those outlined in the United Nations Declaration on the Rights of Indigenous People, as well as those outlined in federal and state laws and regulations and those outlined in treaties, agreements or other constructive arrangements among governments and Indigenous Peoples.
- b. Where applicable, engage with Indigenous communities in a meaningful manner. This process shall respect their institutions, adhere to appropriate protocols and respond to any inquiries or concerns received by Indigenous Peoples' regarding our managed properties.
- c. Where necessary, use available resources to identify the Indigenous Peoples whose rights may be affected by the NNC's forest management activities. NNC understands that properties under management may be within, near, or adjacent to, known Indigenous Peoples' land, culturally significant locations, or activities.
- d. Provide sufficient training to employees and contractors, when applicable, so that they may fulfil their responsibilities regarding Indigenous Peoples' rights and communications with Indigenous Peoples.
- e. Maintain positive and constructive community relations, aiming to contribute to the economic and social well-being of the communities where NNC operates through responsible forest management and employment opportunities.

¹ Forest Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI)

- f. Maintain mechanisms for receiving grievances from individuals or communities with regard to the impacts of management activities.
- g. Engage with stakeholders to identify, prevent and resolve grievances and disputes related to the impacts of management activities.
- h. Identify sites with special significance for local communities' rights and cultural, ecological, economic, religious, or spiritual aspects.
- i. Protect workers' rights and employment conditions, respecting fair labour practices, including the prohibition of forced labour, child labour, and any form of discrimination. Guided by the local applicable laws, observe fair wages, freedom of association, right to organize and collective bargaining.
- j. Comply with applicable laws and regulations related to human rights, labour, and environmental protection. Management practices should continuously evolve to ensure compliance with changing certification practices.
- k. Provide safe and healthy working conditions for employees and contractors, which includes training to ensure that they have the appropriate knowledge to carry out their activities safely.
- l. In compliance with forest certification requirements, establish and maintain mechanisms to monitor adherence to this policy. This includes regular external assessments to evaluate the fulfilment of required criteria and to identify opportunities for continuous improvement.