

# CHERRY HILL MORTGAGE INVESTMENT CORPORATION

## HUMAN RIGHTS POLICY

Adopted: March 18, 2024

Respect for human rights is a fundamental value of Cherry Hill Investment Corporation (the “Company,” “we,” “our” or “us”). This Human Rights Policy (this “Policy”) was adopted by the Company’s Board of Directors on March 18, 2024, based upon the recommendation of its Nominating and Corporate Governance Committee, and formalizes our commitment to preserving and promoting individual and human rights and to treating all people (including women and minorities) with dignity and respect. We strive to conduct our operations in accordance with the United Nations Universal Declaration of Human Rights and recognize the importance of respecting, protecting, and promoting human rights and fundamental freedoms. We are committed to being a responsible corporate citizen and believe it is our duty to promote and protect human rights in our business and in our interactions with our stakeholders.

### **Our Personnel**

- We conduct our business in accordance with all labor, safety, health, non-discrimination, and other workplace laws and regulations.
- We are committed to diversity, equity and inclusion in the workplace. We strive to provide an inclusive workplace where all our team members feel valued, respected and protected and do not tolerate harassment or bullying in the workplace.
- Consistent with our Code of Business Conduct and Ethics, we are committed to providing equal employment opportunities to all persons without regard to race, color, religion, creed, gender, sex, sexual orientation, national origin or ancestry, alienage or citizenship status, age, disability, marital or partnership status, military status, predisposing genetic characteristics, status as a victim of domestic violence, sex offense or stalking or any other class or status protected by law in accordance with applicable federal, state and local laws. All persons must be treated with dignity and respect.
- We believe all of our personnel should receive fair and equitable compensation from the moment they are hired through the milestones of their career.
- We do not tolerate violations of basic human rights of life, liberty, and security. We do not condone any inhumane treatment, particularly, sexual harassment, sexual abuse, verbal abuse, mental or physical coercion, corporal punishment, forced labor, child labor, human trafficking, and slavery.
- We respect our personnel’s right to form, join, or not join a labor union or engage in collective bargaining. We are committed to protecting employees’ freedom of association and right to collective bargaining and are guided by International Labor Organization (ILO) conventions 87 and 98.
- We prohibit corruption in all its forms, including extortion and bribery.
- Our personnel have agreed to abide by our Code of Business Conduct and Ethics. We provide our personnel with a number of methods to report suspected violations of our policies and procedures and prohibit retaliation or acts of retribution for reports made in good faith.

### **Our Business Partners**

- We seek to do business with partners whose corporate values are consistent with our own and whose

practices and operations reflect their respect for the human rights of their employees, business partners and communities.

- We expect our business partners and our suppliers to respect human rights and conduct their operations in accordance with the values set forth in this Policy and the UN Universal Declaration of Human Rights.

### **Our Communities**

- As a residential mortgage REIT we are a provider of housing capital, and our business assists and strengthens the United States housing market and those seeking homeownership.
- We believe an improved homeownership rate stabilizes and benefits communities because homeowners are often engaged and invested financially and emotionally in their communities.
- We believe that being a responsible corporate citizen includes using our financial and human capital to work to improve the lives of the people in the communities where we live and work.
- We strive to conduct our own operations in a manner designed to advance our commitment towards environmental responsibility and sustainability.