



BLUEROCK RESIDENTIAL GROWTH REIT, INC.

Progress Report on Human Rights & Social Matters

Delivering on Our Commitment to Give Back

OUR BEST INVESTMENT: OUR TEAM

The team at Bluerock Residential Growth REIT, Inc., and its subsidiaries (collectively, “we,” “our,” “us,” or the “Company”) is a source of great pride, productivity and creativity. We could not achieve what we do without their enterprise, intellect and hard work. We value the input of every team member and pride ourselves on maintaining a corporate culture that is both open and relatively flat – one that allows each employee an opportunity to explore a path to excel.

BUILDING A CULTURE OF RESPECT

We actively welcome and openly support a spectrum of ethnicities, religions, generations and personal lifestyle choices within our ranks. We remain very proud of the respect we show to each other and of the genuine spirit of family that defines our culture.

The Company’s Employee Handbook sets our expectation that employees will maintain high standards for ethical business practices and interpersonal conduct while at work. We expect all employees to refrain from – as well as report on – discrimination or human rights abuses as outlined in the Company’s Human Rights Policy, and we have established a confidential hotline to report concerns without fear of retribution.

TO DATE, WE HAVE INSTITUTIONALIZED THESE VALUES THROUGH:

- Mandatory, annual, workplace harassment and sensitivity training for our corporate office and supervisors.
- An enterprise-wide Human Rights Policy to define, promote and document our commitment to workplace diversity, a harassment-free and discrimination-free culture, and fair work hours and wages. This policy is consistent with the UN Guiding Principles on Business and Human Rights and applies to all of our employees, vendors, suppliers, contractors, and tenants.
- A Vendor Code of Conduct to address, among other items, issues related to employees’ rights, child labor, slavery/human trafficking, wage and working hour compliance, safe/secure workplaces, as well as ethical business practices of our Vendors.
- A Whistleblower Protection Policy to encourage reporting without recrimination including a dedicated confidential hotline for employees to share concerns in confidence.

We remain committed to ensuring that all employees have the right to work free from fear, discrimination or harassment, and hope to continue to inspire similar, institutionalized freedoms from discrimination in the ranks of our vendors, suppliers, partners and peers.

SUPPORTING THE TEAMS THAT SUPPORT US

We give back to our employees with programs that support their goals and make life a little easier. Benefits for our full-time employees include:

- Medical, Dental, and Vision Care Insurance
- Employer-Paid Long-Term Disability Insurance

- Voluntary Life, Voluntary Short-Term Disability Insurance
- 401K
- Paid vacation days
- Paid sick days
- The Bluerock Employee Assistance Program, which supports employees and their dependents with confidential access to mental health professionals, access to assistance for health concerns, legal and financial assistance, dependent and elder care referral services, financial tools and more.

SHOWING OUR APPRECIATION

From extra days off at year-end to team summer outings, holiday events and team fundraisers, we do our best to give our staff space to relax and time to celebrate together throughout the year at all of our offices. We also make sure to keep our teams energized and fit by stocking our pantries with a wide array of healthy snacks and beverages throughout the year.

BUILDING COMMUNITIES (IN MORE WAYS THAN ONE)

PROGRAMS THAT BENEFIT NEIGHBORHOODS AND OUR PROPERTIES

We value the communities in which we operate. In 2018, we undertook several programs aimed at giving back to the communities in which we invest. Our mission is to create a shared benefit for our residents and our neighbors by fostering lively, cohesive communities and opportunities for growth. We are pleased to share these recent initiatives, including:

- **The Arlo Mural Project:** The Mural Project at our Arlo Apartments community in North Carolina was launched to give 14 up-and-coming artists an opportunity to create their first public works. Partnering with the University of North Carolina, The Arlo Mural Project established a formal commission for student-created public art murals depicting the history and geography of the Arlo's Wesley Heights neighborhood. The project's vibrant fine art murals – ten in all – added new visual interest and great cultural cohesion to the neighborhood, while giving local students an opportunity to navigate the constraints and opportunities of public art commissions.
- **The Motif FAT Installation:** Leveraging the success of the Arlo Mural Project, we expanded the program with a goal of supporting local arts and local artists. Our initiative at the Motif property in Ft. Lauderdale has commissioned an art installation, still in development, with emerging local artist Leah Brown and international artist, Arlin Graff. The installation will help activate a fast-rising art movement in the area, known as FAT Village, while bringing the Motif to the table as a key constituent of the city's emergent art culture.
- **The NOVEL Perimeter: A Partnership with Land of a Thousand Hills:** At The NOVEL Perimeter property in Atlanta, we're piloting a different sort of community-building partnership with Land of a Thousand Hills coffee. Land of a Thousand Hills, whose mission is to "craft beautiful coffee, create purposeful work, and cultivate flourishing communities," does beneficial work on multiple fronts, working directly with local Rwandan farmers to provide purposeful jobs at a better-than fair-trade wage, while opening community health clinics, supporting women providers and helping communities access clean water. In the United States, their cafés support The Haven Project, which equips young homeless adults with the skills and support they need to reach their full potential. In support of these initiatives, The NOVEL Perimeter serves Land of a Thousand Hills Coffee at no cost to our residents. Proceeds from our purchases support Land of a Thousand Hills -- recharging us all in more ways than one.

We plan to expand this program of community collaboration and look forward sharing news of new projects at our developments as we progress.

BECAUSE CHARITY BEGINS AT HOME

We have long been a contributor to charities, both local and national, that support causes as diverse as the communities in which we operate. We include a partial listing of the charities to which we donate, below.

Additionally, in December of each year, we partake in a holiday week program devoted to giving. We choose a family in need or a

charity (or both) and hold a series of holiday-themed fundraisers – one per day – with a matching contribution from the Company. Events include donations to wear jeans to work, holiday breakfasts, competitive gingerbread house building, and holiday movies in the company cafeteria, among others.

A PARTIAL LISTING OF ORGANIZATIONS WE SUPPORT:

- Alex’s Lemonade Stand
- Alternatives for Girls
- Alzheimer’s Association
- American Heart Association
- Byron Classic
- Capuchin Soup Kitchen
- City Harvest (NYC)
- Columbia University
- Forgotten Harvest (MI)
- Harry Chapin Food Bank (FL)
- New York Center for Children
- New York Presbyterian Hospital
- New Story
- Operation Backpack
- Pancreatic Cancer Network
- Sunrise Optimist Foundation
- Safe House
- St. Jude Children’s Research Hospital
- Wounded Warrior Project