

ACC Policies

Energy Procurement Policy

American Campus Communities' (ACC) energy procurement policy is founded on leveraging our Utility Expense Management (UEM) data and third-party consultants to understand energy demand at each property. In addition to the energy profile of each property, we evaluate market conditions (both current and future), budget tolerance, asset life-cycle, current and future occupancy trends, weather patterns and available energy sources to make informed decisions to meet energy demand. This data allows us to understand current and future energy demands to maximize the efficiency of our energy procurement solutions.

ACC is committed to evaluating renewable energy opportunities for every procurement across our portfolio to identify renewable energy solutions that meet our strategic initiatives, targets and financial requirements and procure clean energy in the most efficient way possible.

Environmental Policy

As a long-term owner and operator of residential communities, American Campus Communities sees the integration of sustainable building and operational features into our properties as a critical component of delivering the best living experience. We know that a healthy, comfortable and socially responsible living environment is important to our residents and to the future of our planet. It's not only the right thing to do; it also makes good business sense—the value generated by operational efficiency and sustainable practices benefits our communities, residents, stakeholders, and the environment.

Our dedication to these principles begins with our investment criteria and subsequent planning stages and extends through project design and construction to operations. We work with all stakeholders, including employees, university partners, suppliers, investors and residents, to achieve these environmental policy principles:

- Develop and implement an Environmental Management System (EMS) to establish a process to effectively implement our environmental efforts

- Invest in communities that are in close proximity to the campuses we serve, with a focus on walkability
- Continuously evolve our development standards to implement best practices for developing sustainable buildings
- Engage our residents and employees to create environmental awareness and educate them on sustainability topics to help reduce their carbon footprint
- Monitor, measure, and manage our use of natural resources and invest in renewable energy sources to preserve the longevity of our planet
- Establish short- and long-term goals that will drive energy and water efficiencies, reduce greenhouse gas emissions and generate long term asset value
- Engage stakeholders and regularly report on our environmental efforts

Governance

All employees are required to sign off on the Company's Code of Business Conduct and Ethics and the policies in the Employee Handbook annually. In addition to any other avenue available to an employee including bringing any concern to the attention of an immediate supervisor or the Corporate Human Resources Department, a toll-free Ethics/Whistleblower Hotline has also been established. Any employee may report openly, confidentially or anonymously any Accounting Allegation, Legal Allegation or report of a Retaliatory Act by calling the Ethics/Whistleblower Hotline at: 1-800-517-4032. This toll-free number is managed by an outside, independent service provider and allows an employee to make a Report without divulging his or her name. The hotline service partner is required to share the information provided in the Report to management or, if requested by the individual making the Report, the Audit Committee of the Board of Directors as promptly as practicable.

Human and Labor Rights Policies

American Campus Communities is committed to the protection and advancement of human rights and to operate our business in accordance with our core mission and values.

The commitments outlined in this Human Rights Statement are adopted directly from the principles, standards, and policies in our Employee Handbook and our Vendor Code of Conduct.

Equal Opportunity

The Company provides equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, military status, veteran status, genetic information, gender identity, pregnancy, childbirth, related medical conditions or any other classification protected by applicable law. This policy applies to all terms and conditions of employment.

Anti-Harassment

It is the policy of the Company to maintain a working environment which encourages mutual respect, promotes respectful and congenial relationships between employees and is free from all forms of unlawful harassment of any employee or applicant for employment by anyone, including supervisors, co-workers, vendors, residents, or customers. Unlawful harassment in any manner or form is expressly prohibited and will not be tolerated by the Company. The provisions of this policy will also apply to our relationship and interaction with our customer base, including but not limited to, the residents at each of our property locations. All Company supervisors and managers are expected to ensure compliance with the Company's anti-harassment policy.

Fair Dealing

Each employee should endeavor to deal fairly with the Company's vendors, clients, competitors and employees and with other persons with whom we do business. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other practice of unfair dealing.

Safe Workplace

It is the intent of the Company to provide a safe workplace for employees and to provide a comfortable and secure atmosphere for customers and others with whom we do business. The Company has no tolerance for violent acts or threats of violence. The Company expects all employees to conduct themselves in a non-threatening, non-abusive manner at all times. Employees within the Company share the responsibility in identification and alleviation of threatening or violent behaviors.

Employee Health and Safety

It is the policy of the Company to provide its employees a safe and healthy workplace and to follow procedures aimed at safeguarding all employees. Accident prevention and efficiency in operations go together; neither should be given priority over the other. Safety is everyone's responsibility. Every supervisor is expected to devote the time and effort necessary to ensure the safety of employees at all times.

Diversity and Inclusion

Our people are devoted to a culture of inclusion, diversity, and equality in the workplace and our communities. We have zero tolerance for racism and discrimination. Our company and our student communities are defined and strengthened by the belief that every individual and their experience adds value and enhances our position as an industry leader and university partner. We intend to execute an evolving set of goals specific to inclusion, diversity, and accountability, driven by empathetic leadership and embraced by all.

Child and Forced Labor

The Company will not tolerate the use of child or forced labor in any of its operations and facilities, the exploitation of children, their engagement in unacceptably hazardous work, or the physical punishment, abuse, or involuntary servitude of any worker. We expect the suppliers and contractors with whom we do business to uphold the same standards. Should a pattern of violation of these principles become known to the Company and not be corrected, we will discontinue the business relationship. We do support temporary workplace internship and apprenticeship programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health and compulsory education are not compromised in any way.

Bribery and Corruption

The Company's Code of Business Conduct and Ethics restricts employees' receipt and giving of business gifts and other benefits to create good will and sound working relationships, not to gain unfair advantage.

Freedom of Association

We intend to comply with applicable laws protecting the rights of employees to freely associate and organize in accordance with applicable laws. We respect the rights of employees to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference.

Political Involvement Policies

The commitments outlined in these political involvement policies are adopted directly from the principles, standards, and policies in our Employee Handbook.

Relationships with Industry and Governmental Authorities

It is the policy of the Company that any and all corporate contributions to political parties or to candidates for public office be made in strict accordance with governing law. In the United States, this precludes corporate contributions to any candidate for national office as well as candidates in a number of states. Any legally permissible contributions by the Company may be made only with approval by the chief financial officer in writing or under a procedure adopted by the Company. Of course, individuals are free, as private citizens, to endorse or contribute to political parties or candidates of their choice, on their own. The Company will not directly or indirectly reimburse employees for their individual political contributions or in any way pressure any employee to make a particular contribution. Employees are permitted to serve in local elective offices of a civic nature, provided that such activity, including campaigning, occurs outside normal business hours, is carried on solely in the individual's capacity as a private citizen and not as a representative of the Company, and involves no conflict of interest. In this regard, the duties of office should not involve activities which are related to the employee's responsibilities as an employee of the Company. Employees may also support others in campaigns for public office, provided such activity is outside normal business hours and no use is made of the Company's name, facilities or funds.

Dealings with Government and Industry Regulators

During the course of conducting the Company's business, there may often be a need for contact with the regulators. It is the preference of the Company that all discussions with regulators on behalf of the Company be undertaken by the chief executive officer or the chief financial officer or their designee(s). If an employee is contacted by a government official or regulator (for example, the SEC or the NYSE) as to any matter directly or indirectly involving the Company, whether by telephone, letter, office visit or otherwise, the employee may not, under any circumstances, engage in any discussion or take any other action in response to the contact prior to notifying the chief financial officer for advice and counsel. It is expected and required that all employees fulfill their personal obligations to governmental and regulatory bodies. Such obligations include the filing of appropriate federal, state and local tax returns as well as the filing of any applicable forms or reports required by regulatory bodies.

2020 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED

CO= BR91700
U= BR91700

EQUAL EMPLOYMENT OPPORTUNITY 2020 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. AMERICAN CAMPUS COMMUNITIES
12700 HILL COUNTRY BLVD STE T200
12700 HILL COUNTRY BLVD STE T-200
AUSTIN, TX 78738

2. AMERICAN CAMPUS COMMUNITIES
12700 HILL COUNTRY BLVD STE T200
12700 HILL COUNTRY BLVD STE T-200
AUSTIN, TX 78738

3. EIN= 201560940

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 161916767

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 721310 - Rooming and Boarding Houses,
Dormitories, and Workers' Camps

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/HR OFFICIALS & MGRS	3	2	51	4	0	0	0	0	23	3	0	1	0	1	88
FIRST/MID OFFICIALS & MGRS	32	38	120	29	1	5	1	6	221	59	0	16	3	22	553
PROFESSIONALS	10	6	43	9	0	4	1	1	34	5	0	7	0	1	121
TECHNICIANS	2	0	1	1	0	1	0	1	2	0	0	1	0	0	9
SALES WORKERS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
ADMINISTRATIVE SUPPORT	56	122	230	95	0	38	4	14	461	175	3	57	5	42	1302
RAFT WORKERS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	214	28	276	173	2	13	11	21	25	19	1	4	1	2	790
SERVICE WORKERS	8	76	25	26	0	1	1	3	42	47	0	1	3	5	238
TOTAL	325	272	746	338	3	62	18	46	809	308	4	87	12	73	3103
PREVIOUS REPORT TOTAL	332	285	798	361	2	69	19	51	788	369	4	103	10	61	3252

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 11/7/2020 THRU 11/20/2020

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Georgianna Patterson
EMAIL: gpatterson@americancampus.com
EEO1 REPORT CONTACT PERSON: MICHAEL WEATHERS
EMAIL: MWEATHERS@AMERICANCAMPUS.COM

CERTIFIED DATE [EST]: 10/24/2021 10:22 PM

TITLE: HUMAN RESOURCES DIRECTOR
PHONE: 512-732-1000
TITLE: VP Human Resources
PHONE: 5127321000