
Equal Employment Opportunity Policy

Purpose

The Company is an Equal Employment Opportunity employer. Everyone has the right to work in a productive and non-threatening environment.

Scope

This Policy applies to:

- All employees, as well as non-employees on Company premises

Policy

The Company is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. The Company prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. The Company conforms to the spirit as well as to the letter of all applicable laws and regulations.

The policy of equal employment opportunity (EEO) applies to all aspects of the relationship between the Company and its employees. Discrimination is prohibited in connection with terms, conditions, privileges, and benefits of employment. All Company policies, procedures, and practices affecting recruitment, hiring, promotion, compensation, benefits, performance evaluations, and other terms and conditions of employment are to be followed and implemented in a non-discriminatory manner. The Company also prohibits retaliation against any individual who opposes perceived discriminatory actions, participates in an investigation of possible discriminatory actions, or who files or supports a complaint or charge of discrimination.

This policy also applies to conduct involving individuals who are not TopBuild employees but who interact with TopBuild employees for business. Discrimination, harassment, or retaliation by or against non-employees on Company property, at a customer or vendor's work location, and/or during working time will not be tolerated. "Non-employees" include any individual who is a "temporary" worker from an agency; a consultant or other contractor; a vendor or customer; or a visitor on Company premises.

Procedure

Employees are encouraged to report incidents of discrimination, harassment or retaliation immediately so that complaints can be quickly and appropriately resolved.

If you believe you have been unlawfully discriminated against, immediately inform your supervisor, your manager, human resources, or any other member of management. At any time, you may also contact the **Employee Hotline at 1-855-255-1026** or access the website at

www.topbuild.ethicspoint.com . All complaints of negative or inappropriate workplace behaviors will be taken seriously, investigated, and followed through to resolution.

Policy Compliance

It is the responsibility of the highest-ranking executive of each business unit to ensure compliance with this policy.

Procedure

None

Related Forms, Templates, and Documents

None

Document Control

Change History

Version	Approval Date	Description of Change
1.0	01-Jul-2015	Original draft of document
1.1	22-Jun-2016	Update for content accuracy
1.2	29-Sept-2020	Update for content accuracy
1.3	05-April-2021	Expand policy definition
1.4	13-Sept-2024	Updated policy definition