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## Equal Employment Opportunity Policy

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### **Purpose**

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

### **Scope**

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This Policy applies to:

- All employees

### **Policy**

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The Company is committed to non-discrimination and non-harassment, and to treating people with respect and dignity in all aspects of employment, employee and community relations.

The Company is an Equal Opportunity and affirmative action employer (“EEO/AA”). The Company prohibits discrimination, including harassment, against any employee or prospective employee because of the individual’s race, color, sex, pregnancy, religion, national origin, age, citizenship, disability (including an individual’s disability, a record of a disability, or a perceived disability), serious health condition, disabled veterans, newly separated veterans, campaign veterans, armed forces and service medal veterans, or Vietnam-era veterans, sexual orientation, marital status, and other protected classes under federal, state and local laws.

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.