

Workplace Violence Policy

Purpose

TopBuild Corporation (the “Company”) is committed to maintaining a safe, healthful, and efficient work environment where employees, customers, suppliers, and guests are free from the threat of workplace violence.

Applicability

Our Workplace Violence Policy applies to all employees of TopBuild and its affiliates and other Covered Persons and is intended to apply whenever anyone is representing or conducting business for the Company. Therefore, this policy applies during all working hours, whenever conducting business or representing the Company, while on Company property, engaging in Company business, and while operating any Company machinery or vehicles.

Prohibited Behavior

In keeping with this policy, TopBuild prohibits any Covered Person from engaging in any act, either on Company premises, or during the performance of work–related duties, that:

- Threatens the safety of an employee and/or customer;
- Adversely affects the health, life, or well–being of an employee and/or customer; or
- Results in damage to Company, employee, or customer property.