
Human Rights Policy

Scope

This Policy applies to:

- All employees

Policy

At TopBuild Corp. (“TopBuild”), we acknowledge and are committed to respecting and upholding the human rights and dignity of all individuals within our operations, supply chain, and communities. We have adopted this company-wide Human Rights Policy, which sets forth our values and underscores the philosophy with which we conduct our business. We adhere to seven core values which are the cornerstone of our culture:

- **Safety** – We put the safety of our people first
- **Integrity** – We deliver results with integrity, respect, and accountability
- **Focus** – We are customer-focused, grounded in strong relationships
- **Innovation** – We are continuously improving and encourage idea sharing
- **Unity** – We are united as one team, valuing diversity
- **Community** – We make a difference in the communities we serve
- **Empowerment** – We are empowered to be our best, individually and as a team

By living these values, we deliver results that benefit all our stakeholders.

We are committed to respecting human rights and upholding the principles of the United Nations Universal Declaration of Human Rights. Human rights refer to the basic standards of treatment to which all people are entitled, including economic, social, cultural, political, and civil dimensions. For us, this means ensuring that we provide our products and services under conditions which demonstrate our respect for our employees, suppliers and customers. It also means respecting the rights of people living in the communities around our operations.

We recognize our responsibility to protect against human rights abuses throughout our operations and to foster a culture which supports our values. Our commitment to this belief is supported by following the letter and spirit of the law. We are also committed to proactively creating policies to promote respect for human rights and communicating the way we address human rights with our business partners. We operate in a spirit of continuous improvement and are committed to increasing our capacity to identify and respond to concerns. We maintain a zero-tolerance policy for human trafficking, child labor, and forced labor. We apply our Human Rights Policy to all company operations, as well as to all partners and suppliers. We expect our suppliers and customers to comply with contractual requirements and to respect human rights in a manner consistent with this Policy within their operations and supply chains.

We encourage our employees, suppliers, and other stakeholders to speak up, without retribution, about any concerns. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for having reported suspected violations of this Policy.