



GRANITE POINT MORTGAGE TRUST

HUMAN AND LABOR RIGHTS POLICY

OVERVIEW

Granite Point Mortgage Trust Inc. (the “**Company**”) supports fundamental human and labor rights for everyone. The Company aims to do business in accordance with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The Company has established this Human and Labor Rights Policy (the “**Policy**”) to promote the basic human rights of life, liberty and security for its employees, prospective employees and other individuals with whom it interacts in the conduct of its business (including, in each case, women and members of minority groups).

This Policy operates in conjunction with the Company’s Code of Business Conduct and Ethics and the Company’s Employee Handbook. The Code of Business Conduct and Ethics sets forth specific policies and expectations regarding compliance with laws, rules and regulations, among other topics. The Company’s Employee Handbook sets forth specific policies and expectations regarding employment discrimination and harassment; diversity and inclusion; health, safety and security in the workplace; and employee leave policies, among other topics.

This Policy applies to all Personnel.

HUMAN AND LABOR RIGHTS PRINCIPLES

- The Company employs only those individuals who meet the applicable minimum legal age requirements, and in no event utilizes child labor.
- The Company does not use or engage in any forced labor, including prison labor, indentured labor, bonded labor, military labor, slavery, human trafficking or compulsory labor.
- The Company ensures that employees are entitled to working hours, breaks, holidays and leave periods in compliance with all applicable laws, rules and regulations.
- The Company is committed to paying all employees a living wage and complies with all minimum wage and compensation requirements as mandated by applicable law.
- The Company seeks to provide a workplace that is free of all forms of abuse, exploitation or other inhumane treatment. It does not engage in or permit corporal punishment or threatened or actual violence.
- The Company seeks to ensure that its activities do not negatively affect access to basic human needs, including access to food, water, sanitation or healthcare.

The Company respects employees’ right to freedom of association and honors lawful rights of its workforce to exercise (or not exercise) their right to collective bargaining.

Last updated October 2023