



## **INSTALLED BUILDING PRODUCTS – HUMAN RIGHTS POLICY**

At Installed Building Products (“IBP”), we believe that businesses, communities and societies thrive in an environment that protects and fosters human rights. We are committed for our workplace culture to adhere to the ideals espoused by the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration on Human Rights. We recognize that it is our responsibility to promote this environment and culture to honor our commitment to the protection of human rights. As such, our Human Rights Policy applies to all IBP employees and our customers, suppliers, vendors and partners, whom we expect to adhere to the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration on Human Rights.

### **Diversity and Inclusion**

We respect and support the inclusion and diversity of all people within our workforce and our communities. We are committed to fostering a culture that protects the rights of minority groups and women, providing equal opportunity and maintain a workplace free from discrimination and harassment on the basis of: race, color, age, religion, sex, national origin, ancestry, gender, sexual orientation, gender identification, disability, military status, veteran status, or any other status protected by law. IBP is committed in policy and practice to providing equal employment opportunities for all applicants and employees based upon their training, experience, and overall qualifications. This applies to all aspects of the employment relationship, including but not limited to recruiting, hiring, rates of pay and other compensation, benefits, promotions, transfers, demotions, terminations, reductions in force, training, working conditions, disciplinary actions, and all other terms, conditions, or privileges of employment.

We do not tolerate disrespectful or inappropriate behavior. Harassment is not tolerated in the workplace or in any work-related situation outside the workplace. It is the responsibility of every employee who witnesses, or believes he/she has been subject to, discrimination to report it immediately in accordance with IBP’s reporting procedure.

### **Safe and Healthy Workplace**

The health and safety of our employees is of primary importance. We have policies designed to protect against industrial accidents, injuries, and illnesses, in compliance with applicable safety and health laws and regulations. We will provide employees with adequate training and necessary supplies to facilitate a place of employment free from recognized hazards that may cause, or are likely to cause, physical harm.

## **Security**

We are committed to maintaining a workplace free from violence, harassment and other unsafe or disruptive conditions. Maintaining the security of IBP buildings and vehicles is every employee's responsibility. All security personnel, whether an employee or contractor, are expected to adhere to all aspects of our Human Rights Policy.

## **Forced Labor and Child Labor**

We strictly prohibit the use of all forms of forced labor and any form of human trafficking. We prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is performed. We are committed to taking all reasonable steps to ensure that human trafficking and slavery is not present in either our operations or supply chains.

## **Monitoring and Compliance**

It is every employee's responsibility to maintain a workplace that reflects respect for human rights, free from discrimination and harassment, aligned with this Human Rights Policy and our broader Employee Policy handbook. Any employee who believes that someone, either an employee or external business partner, is violating the Human Rights Policy, Employee Policy handbook, Code of Business Conduct and Ethics, Supplier Code of Conduct and/or the law, should report it immediately to Human Resources, Company legal counsel or via the whistleblower hotline.

Concerns regarding alleged misconduct (confidentially and anonymously, if desired) can be reported on the whistleblower hotline in one of the following ways:

- Via telephone hotline at the following number: **(877) 938-0006**
- Via secure form accessible through the following internet address: [www.lighthouse-services.com/installed](http://www.lighthouse-services.com/installed); or
- Via email at the following address: [lighthouse@installed.net](mailto:lighthouse@installed.net)