

BEAZER HOMES USA, INC.

HUMAN RIGHTS POLICY

Last Revised: February 7, 2024

Beazer Homes is committed to upholding fundamental human rights and believe that all humans globally should be treated with dignity, fairness and respect. We have core beliefs and principles that support this view along with a [Beazer Code of Business Conduct and Ethics](#) that promotes these values in our business operations.

The foundation of our commitment to our standards is based on the fundamental human rights as outlined in the United Nations Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights, Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also base our commitment on the laws and regulations of the jurisdictions in which we conduct business. These standards are applicable to all employees, directors, suppliers and partners across all of our operations.

Beazer's human rights policy is reviewed and overseen by our Board of Directors. Beazer's executive team, including our Chief Executive Officer and Compliance Officer, (a) oversee and coordinate the implementation of these policies (b) address and report on our human rights risks and opportunities and (c) encourage dialogue on these matters with human rights experts, employees, shareholders and other stakeholders. All employees participate in Code of Conduct and Ethics training, with integrated human rights training, at the beginning of their employment with Beazer Homes and annually.

As an organization built on trust and integrity, we are committed to maintaining a work culture that treats all employees fairly, with respect, and provides equal opportunity. We are committed to the protection of women's rights globally. We promote a workplace environment that is inclusive, diverse and creates an atmosphere of belonging. All employment-related decisions, including hiring, compensation, disciplinary action, termination and terms and conditions of employment, shall be made without regard to race, color, religion, national origin, sex, sexual orientation, marital status, gender identity, age, disability, pregnancy and related medical conditions, veteran status or any other basis prohibited by law.

We do not condone human rights abuses and condemn the use of slave or forced labor, human trafficking, child labor, the degrading treatment of individuals, physical punishment, or unsafe working conditions. We commit to work with partners dedicated to respecting internationally recognized human rights, as well as addressing the risks of human trafficking and slavery in their supply chain. All employees are required to understand and obey local human rights and labors laws, to report any suspected violations and to act in accordance with our Values and Code.

We are committed to paying a fair and living wage according to applicable legal guidelines and to prohibiting working hours which exceed the maximum set by local law. Our highest priority is the

health, safety and well-being of our employees, partners and customers. We are committed to a violence-free work environment and will not tolerate any level of violence or threat of violence in the workplace. We respect the principles of freedom of association and collective bargaining, as set out in the International Labor Organization (ILO) and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention, as well as the laws and regulations of the local jurisdiction.

We encourage our partners, suppliers and vendors to follow these same standards as we have outlined in our **Supplier Code of Conduct**.