

## **BEAZER HOMES USA, INC.**

### **SUPPLIER CODE OF CONDUCT**

Last Revised: February 7, 2024

Our goal is to create durable and growing value for our customers, employees, partners and shareholders. Beazer Homes creates value through our partner relationships built on transparency and agreement of operational and financial objectives, including alignment with our Supplier Code of Conduct. This Code is overseen by our Board of Directors and our executive leadership is responsible for its coordination and implementation.

We hold our partners, vendors and suppliers (each referred to as a “Supplier” in this Code) to the highest standards, and expect that they follow the principles, behaviors and processes outlined in our [Beazer Code of Business Conduct and Ethics](#). The foundation of our commitment to these standards is based on the laws of the jurisdiction in which the workers are employed, and 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. These standards are applicable to all Suppliers across all our operations.

We expect that our Suppliers meet the following standards.

- **Anti-Child Labor, Forced Labor and Human Trafficking and Slavery**
  - Suppliers must operate within the applicable laws concerning the minimum age of workers. In the absence of such laws in a specific jurisdiction, Suppliers are expected to observe ILO standards. Suppliers must not condone human rights abuses or 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 Suppliers dedicated to respecting internationally recognized human rights as well as addressing the risks of human trafficking and slavery in the supply chain. Suppliers are required to understand and obey local human rights and labor laws, to report any suspected violations and to act in accordance with our Code.
  
- **Legal Wages and Work Hours**
  - Suppliers are expected to provide a fair and living wage according to the applicable legal guidelines, and at a minimum, the legally or contractually required minimum wage. Suppliers should comply with local laws regarding working hours.
  - Working hours must not exceed the maximum set by local law.
  
- **Health and Safety**
  - Suppliers are expected to provide all workers a clean, safe, and healthy workplace that operates within all applicable laws.

- **Non-Discrimination**

- Suppliers are expected to provide equal employment opportunities in every facet of business. 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.

- **Environment**

- We expect our Suppliers to comply with legal requirements regarding the environmental impact of their operations. This includes the use of materials and the process for production and disposal of materials. Suppliers are expected to align their environmental efforts and commitments with those of Beazer Homes, including providing information when needed to support Beazer Homes in its related goals and commitments. Suppliers are encouraged to mitigate their impact on the environment where possible by operating in an efficient and responsible manner, considering the impact of their operations on the environment.

- **Freedom of Association**

- We expect our Suppliers to respect the principles of freedom of association and collective bargaining, as set out in ILO Fundamental Principles and Rights at work, including the 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. Suppliers are required to comply with all legal requirements regarding freedom of association and collective bargaining.

If there is a concern regarding compliance with our **Supplier Code of Conduct**, it should be reported to our anonymous hotline at 1.866.457.9346 or [ethics.beazer.com](http://ethics.beazer.com).