

HUMAN RIGHTS POLICY*

INTRODUCTION

Tri Pointe Homes, Inc. (“**Tri Pointe Homes**”) is committed to conducting its business in accordance with all applicable laws and regulations and in a manner that promotes responsible human rights practices in accordance with the United Nations’ Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights. Our commitment to conducting our business in accordance with the highest standards of business ethics is embodied in, among other policies, our Code of Business Conduct and Ethics. In this policy, “**Company**” or “**we**” refers to Tri Pointe Homes, Inc. and its wholly owned subsidiaries.

If you have any questions or comments regarding this Human Rights Policy, please contact us at ESG@TriPointeHomes.com.

ETHICAL BUSINESS CONDUCT

Our Code of Business Conduct and Ethics requires all of our employees, officers and directors to conduct business in accordance with all applicable laws and regulations and adhere to the highest standards of business ethics. To ensure broad awareness of our Code of Business Conduct and Ethics, our employees complete an annual training on matters addressed therein, and all of our employees, officers and directors are required to certify annually that they have read and agree to comply fully with our Code of Business Conduct and Ethics.

DIVERSITY, EQUITY, INCLUSION AND LABOR PRACTICES

We believe in the importance of cultivating a respectful and collaborative environment. We strive to be consciously inclusive of different backgrounds, experiences and perspectives in every aspect of our business and seek to promote an open and inclusive culture. We make employment decisions based on merit and qualifications and are committed to providing equal opportunities for all employees and applicants without regard to their race, color, creed, religion, national origin, ancestry, citizenship status, age, disability, sex, sexual orientation, gender identity or expression, veteran status, genetic information, or any other characteristic protected by applicable federal, state or local laws. We are also committed to creating and maintaining a community in which our team members are free from all forms of harassment and discrimination, and provide for the reporting and addressing of behavior that is inconsistent with our business standards and our core values, including any kind of retaliation for reporting suspected misconduct. Further, we seek to ensure that our compensation, recognition and rewards programs are fair and equitable and operate in compliance with applicable employment laws, including those relating to wages, hours, overtime, benefits, leave and other conditions of employment or legally mandated benefits.

WORKPLACE HEALTH AND SAFETY

Maintaining a safe work environment for our team members and trade partners is among our highest priorities, and we believe that ensuring the physical and mental wellbeing of our team members is paramount to our success. We are diligent in implementing best practices regarding health and safety protocols, including at our workplaces and on our jobsites, as well as incident reporting and investigation. Further, we seek to manage our workplaces and jobsites in accordance with all applicable health and safety rules and regulations and Company quality and construction standards and other protocols. We regularly



provide training and education to our employees, including our field construction personnel, regarding applicable health- and safety-related policies, standards and guidelines, and engage regularly with our trade partners in the field to heighten awareness regarding workplace health and safety issues.

FORCED, INVOLUNTARY AND CHILD LABOR AND HUMAN TRAFFICKING

We will not use forced or involuntary labor of any kind or engage in any form of slavery, servitude or human trafficking, and are committed to complying with laws that prohibit any such exploitation. Further, we expect that our vendors, suppliers and trade partners will similarly abstain from all such activities and we seek to do business with such third parties who are also committed to conducting their business in accordance with the highest standards of business ethics and in a manner that promotes responsible human rights practices.

We are opposed to any unlawful employment or exploitation of children and employ only workers who meet minimum age requirements in accordance with applicable law.