

# CORNERSTONE BUILDING BRANDS CORPORATE POLICY

PAGE NO.	1
POLICY EFFECTIVE DATE	06/16/2022
LAST REVISION DATE	06/16/2022
POLICY OWNER	Chief Human Resources Officer

***HUMAN AND LABOR RIGHTS POLICY***

**P-HR-100**

## **SCOPE**

This Policy applies to all employees, contractors, visitors and suppliers of Cornerstone Building Brands, Inc. and its subsidiaries (the “Company”). We are committed to respecting the human rights and dignity of everyone. We seek to apply both the letter and spirit of all applicable national, state and local laws across our operations. We hold our business partners, suppliers, contractors, and vendors (hereinafter collectively referred to as suppliers) to these same standards. The following standards are meant to ensure that these principles are maintained.

## **POLICY**

### **Compliance with Laws**

The Company and its suppliers shall comply fully with all applicable national, state and local laws and regulations, including, but not limited to, those related to labor, immigration, health and safety, and the environment.

### **Voluntary Labor**

All labor shall be voluntary. Child labor or forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise, shall not be used. The Company and its suppliers shall comply with national, state and local minimum working age laws and requirements and not employ child labor. Workers shall be allowed to maintain control over their identity documents and shall be provided with rest days as required by applicable national, state and local law. Working hours shall be consistent with national, state and local regulations and shall not exceed the maximum hours of daily labor set by applicable law.

### **Hiring and Employment Practices**

We strive to create a work environment that is inclusive of all employees and represents the communities in which we operate and the customers we serve. The Company and its suppliers shall comply with all applicable national, state and local laws forbidding discrimination in employment on the basis of race, color, creed, religion, sex (including pregnancy or related medical conditions, gender identity, and sexual orientation), marital status, national origin, ethnicity, disability, handicap, age (age 40 or older), veteran status, military service or affiliation, genetic information or any other characteristic protected under applicable local, state or federal law.

### **Harassment and Abuse**

Every employee shall be treated with respect and dignity, and no employee shall be subject to any physical, sexual, or psychological harassment or abuse.

### **Compensation**

To attract and retain the best employees, we focus on providing competitive pay and benefits. Our compensation programs target the market for competitiveness and sustainability. Employees shall be paid at least the minimum wage required by national, state and local law, including overtime compensation at the rate required in their country, and shall be provided legally mandated benefits.

**CORNERSTONE BUILDING BRANDS  
CORPORATE POLICY**

PAGE NO.	2
POLICY EFFECTIVE DATE	06/16/2022
LAST REVISION DATE	06/16/2022
POLICY OWNER	Chief Human Resources Officer

***HUMAN AND LABOR RIGHTS POLICY***

**P-HR-100**

**Freedom of Association**

We respect the ability of employees to choose whether or not to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where Company does business.

**Health and Safety**

The Company and its suppliers shall comply with national, state and local health and safety laws in order to provide a safe and healthy workplace for employees, contractors and visitors. We endeavor to finish each and every day injury and incident-free.

**Environmental**

The Company and its suppliers shall comply with all applicable national, state and local environmental laws and regulations, including, but not limited to, laws related to air emissions, water discharges, toxic substances exposure, and hazardous waste disposal.

**Responsibility**

We encourage employees and others to report concerns regarding any action or condition that may be unsafe, inconsistent with our policies or in violation of applicable laws. Any violation of this policy should be reported to Human Resources, management or the Company Integrity Helpline immediately. The Company's Integrity Helpline contact information is:

- Company's Integrity Helpline at: [Cornerstonebuildingbrands.ethicspoint.com](http://Cornerstonebuildingbrands.ethicspoint.com)
- Company's Integrity Helpline at: 1-844-637-6756 United States and Canada  
001-800-658-5454 Mexico  
0-800-011-4114 Costa Rica

All complaints will be promptly reviewed and handled as confidentially as possible.

**CORNERSTONE BUILDING BRANDS  
CORPORATE POLICY**

PAGE NO.	3
POLICY EFFECTIVE DATE	06/16/2022
LAST REVISION DATE	06/16/2022
POLICY OWNER	Chief Human Resources Officer

***HUMAN AND LABOR RIGHTS POLICY***

**P-HR-100**

**REVIEW/REVISION BLOCK**

<b>Rev #</b>	<b>Review/ Revision Date</b>	<b>Reason for Review or Revision</b>
001	06/16/2022	New policy

**APPROVALS**

<b>Approval Date</b>	<b>Approval Level</b>
06/16/2022	CEO Approval Level