

American Woodmark Corporation

Human Rights Policy

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Our Vision, Mission and Values

Our Vision

To help customers build beautiful, comfortable spaces that reflect their idea of home.

Our Mission

To create perfect fits – inspire fresh styles and limitless possibilities. And celebrate the perfect union of creativity, reliable function, and value.

Our purpose may seem simple, but the rewards it brings are immeasurable. We're over 10,000 strong, with a proud heritage, a thriving culture, and sustainable growth. Our employees are like family to us, and our products bring joy and peace of mind to homes across the country.

To us, making cabinets means something bigger – it means making the future brighter for the people who matter the most to our business.

Our Values

Our **CITE** principles help create the culture that sets us apart.

Customer Satisfaction: provide the best possible quality, service and value to the greatest number of people by doing whatever is reasonable and sometimes unreasonable.

Integrity: do what is right: act fairly and responsibly, care about the dignity of each person and be a good citizen within the community.

Teamwork: understand that we must all work together in order to succeed. Realize that each person must contribute to the team to be part of the team.

Excellence: strive to perform every job or action in a superior way. Be innovative, always helping others become the best they can be.

Purpose

This policy contains a statement of American Woodmark’s expectations for the conduct and operations of American Woodmark management, and operating subsidiaries, affiliates, divisions, and anyone doing business with American Woodmark. American Woodmark reserves the right to terminate its relationship with any person or entity found to be in violation of this policy.

This policy is not intended as a contract between American Woodmark and its employees. Nothing in this policy should be interpreted as creating any contractual obligations for American Woodmark towards its employees.

American Woodmark and its operating subsidiaries, affiliates and divisions are committed to conducting business at the highest level of responsible and ethical behavior and in compliance with applicable laws.

This Global Human Rights Policy (the “Policy”) establishes standards for global business conduct related to human rights and labor for American Woodmark and any agents, distributors, dealers, contractors, intermediaries, joint venture partners, vendors, suppliers, and other business partners doing business with American Woodmark (“Business Partners”). This policy is informed by, among other things, the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

This Policy goes beyond mere compliance with the law. When differences arise between this Policy and legal requirements, the higher standard applies, so long as this Policy complies with applicable law. We also expect American Woodmark management, and operating subsidiaries affiliates, divisions, and Business Partners to conduct themselves in accordance with all other American Woodmark policies, including the Code of Vendor Conduct and our Code of Business Conduct and Ethics. American Woodmark’s integrity is maintained by operating its business in accordance with these standards.

American Woodmark reserves the right to assess its Business Partners’ compliance with this Policy and will expect its Business Partners to correct incidences of non-compliance. Upon request, Business Partners will provide American Woodmark with information to enable it to assess compliance with this Policy. If a Business Partner refuses or is unable to correct the non-compliance to our satisfaction, American Woodmark or one of its group companies may terminate the relationship. American Woodmark reserves the right to amend this Policy and any of its requirements.

This Policy is administered and governed by the American Woodmark Board of Directors and our Chief Executive Officer.

Individuals Subject to this Code

This Policy is applicable to all management, operating subsidiaries, affiliates, divisions, and Business Partners.

Human Rights Principles

We respect human rights and are committed to ensuring that all people affected by our activities are treated with dignity and respect. As part of our commitment to human rights, we expect American Woodmark management, and its operating subsidiaries, affiliates, divisions, and Business Partners to adhere to the following principles.

Fair Treatment: Equal Opportunity and Diversity

We strive to comply with all applicable labor and employment laws in the jurisdictions where we do business, and expect American Woodmark management, operating subsidiaries, affiliates, divisions, and Business Partners to do so as well. In addition, we value the diversity of the people with whom we work and the contributions they make. We also are committed to equal opportunity and maintaining workplaces that are free from discrimination and harassment.

We are fully committed and aligned with the global consensus that respect for all minority rights, including indigenous peoples' and women's rights, is essential in observance of human rights.

As part of the foregoing, we expect American Woodmark management, and operating subsidiaries, affiliates, divisions and Business Partners to treat all employees with dignity and respect and not engage in or permit corporal punishment, threats of violence or other forms of harassment, whether based on gender, color, ethnicity, sexual orientation, physical or mental disability, age, pregnancy, religion, veteran status, national origin, or any other legally protected status in the jurisdictions where we do business.

Health and Safety

We provide a safe and healthy working environment that complies with applicable safety and health laws and regulations where we do business, and internal requirements, and expect our Business Partners to do the same. We also are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. In addition, we are committed to continually improving health and safety in our workplaces, including by identifying hazards and remediating health and safety issues.

As part of our commitment to a safe and healthy workplace, to the extent applicable, we expect American Woodmark management, operating subsidiaries, affiliates, divisions, and Business Partners to:

- Provide a safe work environment and conduct business in a manner consistent with all applicable safety standards in the jurisdictions where we do business, including governmental requirements and facility-specific safety requirements;
- Maintain procedures for handling emergencies such as fires, explosions, spills, and natural disasters;
- Identify and respond to any public health impacts of operations and use of applicable products.
- Maintain an effective environmental policy and conduct operations in a way that

- minimizes any adverse impacts on the environment; and
- Obtain and keep current all required environmental permits, and comply with all applicable environmental rules, regulations, and laws in the jurisdictions where we do business.

American Woodmark further acknowledges that the right to drinking water is a fundamental human right. American Woodmark expects its management, operating subsidiaries, affiliates, divisions, and Business partners to provide employees with access to safe drinking water.

Forced Labor and Human Trafficking, Recruitment Fees

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor and slave labor, and any form of human trafficking. American Woodmark management, operating subsidiaries, affiliates, divisions, and Business Partners must ensure that all work is voluntary, conducted only through freely agreed upon and documented employment terms and paid in accordance with all applicable laws and regulations.

American Woodmark management, operating subsidiaries, affiliates, divisions, and Business Partners will not inhibit the ability of employees to freely terminate their employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual, or verbal abuse. American Woodmark management, operating subsidiaries, affiliates, divisions, and Business partners will not require employees to lodge deposits or identification papers, including passports or work permits with the employer or any other person.

Child Labor

American Woodmark prohibits the use of child labor in our business and by our Business Partners. American Woodmark management, and operating subsidiaries, affiliates, divisions, and Business Partners are prohibited from employing or utilizing the labor or services of individuals younger than the appropriate age as defined by applicable local and national laws.

Work Hours, Fair Compensation and Benefits

We comply with all applicable wage and hour laws and regulations in the jurisdictions where we do business, and we provide all legally mandated benefits. We expect Business Partners to do the same. When required by applicable law, Business Partners must provide all workers with clear, written information about their employment conditions with respect to wages before they enter employment and as required by law throughout their term of employment. Deductions from wages as a disciplinary measure are not permitted, unless permitted by applicable law.

Freedom of Association

American Woodmark management, and operating subsidiaries, affiliates, divisions, and Business partners will not interfere with the rights of workers to form and join labor associations of their own choosing and bargain collectively. We also respect the right of workers to refrain from such activities.

Reporting Concerns

American Woodmark employees may report any violations of this Policy or other concerns without fear of retaliation to:

- Your Human Resources Manager
- The Ethics Point hotline
 - Telephone: 1-844-471-7681
 - Website: [Ethics Point](#)

Employees of Business Partners are encouraged to work through their own company to resolve internal ethics issues. Business Partners should, however, promptly report violations of this Policy or any unethical behavior by contacting American Woodmark Ethics Point hotline.

Policy or Procedure Changes

American Woodmark reserves the right to interpret, change, or revoke any of the provisions of this policy at any time without notification to employees. This policy is not a contract between American Woodmark and its employees. Nothing in this policy should be interpreted as creating any contractual obligations for American Woodmark towards its employees.