

At American Homes 4 Rent®, we take care of each other, so we can take care of the people that choose to make their home with us. Taking care of each other means committing to promoting workforce diversity and equity across our businesses and infrastructure and having an inclusive workplace that supports employee well-being. We advance our culture of belonging by embracing different backgrounds, beliefs, and experiences among our team members. We strive to create an environment in which all feel valued and respected as unique individuals.

The Diversity, Equity, and Inclusion principles below guide how we engage one another in the workplace, and inform our corporate practices and processes which include, but are not limited to, recruitment, compensation and benefits, professional development and training, and promotions.

These principles apply and extend beyond our in-house team to our residents, vendors, and suppliers as well. We fully embrace equal housing opportunity and comply with fair housing laws as established by the federal and state governments of the regions we operate in. And we further outline our expectations and commitments to our external partners in our *Human Rights Statement*, our *Vendor Integrity Code*, and our *Code of Business Conduct and Ethics* as represented on our website.

Our Diversity, Equity, and Inclusion principles are:

- **Embrace individual differences.** We believe that innovative solutions emerge from diverse thought. We work to develop our collective ability to effectively listen to, understand, and respond to others who hold differing perspectives and approaches.
- **Treat people fairly.** We believe that everyone has the right to be treated equally and with respect and dignity, as well as the responsibility to afford others the same.
- **Create community and belonging.** We believe that to ignite a sense of purpose, people must first feel that they belong to and are supported by their community. We work to unite our team in a shared vision and build trust across our organization through transparency and communication.