



Human Rights Policy

AMH, known in some states as AMH Living or American Homes 4 Rent, is committed to the protection and advancement of human rights. The principles outlined in this Human Rights Policy include key commitments concerning human rights contained in our Code of Business Conduct and Ethics.

1 – Principles

In developing this Policy, we are guided by international standards, including the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

1.1 Equal Opportunity Employment: AMH is committed to equal opportunity in employment. Our policy is to employ, train, and compensate individuals based on merit, job-related qualifications, and abilities. In accordance with applicable laws, the Company prohibits discrimination based on race, color, religion, creed, gender, pregnancy or related medical conditions, military status, age (as defined by federal and state law), national origin or ancestry, physical or mental disability, genetic information, or any other characteristic or basis protected by local, state, or federal laws.

1.2 Employee Inclusion: At AMH, we are committed to creating and maintaining a great place to work with an inclusive culture that protects the rights of all people, including women and marginalized groups. We strive to create an environment in which all feel valued and respected as unique individuals, and advance a culture of belonging by embracing differences in backgrounds, beliefs, and experiences. Through transparency and communication, we work to unite our team in a shared vision and build trust across our organization.

1.3 Commitment to Our Communities: AMH is committed to investing in our communities. We recognize that we are part of the communities in which we operate

and that when our communities do well, we do well. We contribute to the well-being of the communities in which we operate through direct investments to rehabilitate, improve, and develop our homes and residential communities. We also encourage our employees to volunteer for charitable activities in the communities we serve. We believe our commitment to our communities enhances our residents' living experience and the communities in which they reside.

1.4 Harassment: AMH maintains a strict policy prohibiting harassment by or against any employee based on race, age, color, religion, gender, national origin, ancestry, mental or physical disability, medical condition, U.S. veteran status, marital status, sexual orientation, or any other basis protected by federal, state, or local law or ordinance.

1.5 Health and Safety: AMH is committed to providing safe and healthy workplaces for our employees and safe and healthy homes for our residents. We have established workplace health and safety practices at our offices, construction sites and field activities. We have implemented policies and require training for our employees to help maintain our focus on health and safety. As part of this commitment, we comply with all applicable environmental, health, and safety laws and regulations in every state where we do business.

1.6 Wellness: AMH seeks to encourage employee physical and emotional wellness through a broad range of programs, including a free and confidential employee assistance program, health and wellness events at our largest locations, and free annual wellness checks to employees on our medical plans.

1.7 Compensation: AMH seeks to provide market competitive compensation and benefits to recruit, develop, and retain talented employees across our operations. In all cases, our wages exceed legal minimum standards.

1.8 Underage and Forced Labor: In accordance with ILO Convention 138, AMH complies with all laws and regulations governing age minimums and employment restrictions based on age. AMH has zero tolerance for forced, bonded, or indentured labor, or involuntary prison labor, including debt bondage, trafficking, and the lodging of deposits or identity papers by employers or outside recruiters.

1.9 Right to Water: We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

1.10 Freedom of Association: We respect freedom of association and our employees' right to join, or not to join, third party organizations such as labor organizations, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment.

1.11 Supply Chain: As detailed in our Vendor Integrity Code, we expect our vendors to maintain the same respect for human rights principles as AMH. Failure to comply may result in action up to and including termination of our business relationship with the vendor.

1.12 Fair Housing/Equal Housing Opportunity: AMH is an Equal Housing Opportunity company, which means AMH complies with the Fair Housing Act and other applicable federal, state, and local anti-housing discrimination laws. The federal Fair Housing Act prohibits discrimination in housing because of race/color, national origin, religion, sex, familial status, or handicap (or disability). AMH also operates in states and local jurisdictions which have additional fair housing laws and added protected classes. AMH is also responsible for complying with those laws and regulations. AMH will not knowingly permit or allow any discriminatory conduct in the rental or management of its properties that violates applicable law.

2 – Governance

Concerns regarding violations or misconduct related to our Human Rights Policy may be reported to our Human Resources Department, the Legal Department, or through the anonymous AMH Ethics Hotline at www.AMH.ethicspoint.com or 1-844-484-5954.