



Labor Rights Policy: Commitment to Workplace Health & Safety

Updated: July 2023

“No one gets hurt. Everyone goes home to build another day.”

This is the philosophy at Century that we continue to pursue each day. Safety is among our main core values. We are uncompromising in our commitment to the health and safety of our employees, our vendors (including business partners, suppliers and trade partners), the public, and our valued homeowners. We expect our vendors to share our commitment to workplace health and safety and be in full compliance with our Commitment to Workplace Health & Safety policy statement.

LEADERSHIP

In our corporate structure, Century has a Vice President and a Director of Safety who provide centralized administrative support, set guidelines for audit frequency, conduct internal audits, and foster a culture of safety across our divisions. Each division designates a lead Safety Officer who acts as the main liaison to corporate to promote and maintain Occupational Safety and Health Administration (OSHA) compliance.

SITE SAFETY

Century conducts internal monthly safety audits, as well as monthly third-party safety inspections across our operations. These inspections encompass site conditions, trade partner compliance, and health and safety practices, per OSHA guidelines.

SAFETY TRAINING

Safety training is performed through multiple platforms: webinars, classroom settings, field onsite forums, trade toolbox talks, and one-on-one mentoring with third-party safety auditors. Training topics are intentionally chosen to focus on OSHA’s annual Top 10 list of fatalities—i.e., fall protection, electrical hazards, personal protection equipment, scaffolding, etc.

Century’s Safety department conducts monthly reviews with divisions in collaboration with its third-party vendors to promote a culture of safety awareness and improvement. For more information on Century’s training programs, please review our Commitment to Training and Professional Development.

DOCUMENTATION

Century's safety culture relies on proactive and frequent inspection visits and, equally important, the documentation of inspection outcomes. Employees are trained to cite both safe work practices—along with abatement opportunities—in the Company's designated safety software. Trends are mapped monthly and shared with Company leadership.

BUSINESS CONDUCT PRINCIPLES

In addition to adhering to the highest standards of workplace health and safety, as detailed in our [Code of Business Conduct and Ethics](#), Century is committed to conducting our business in accordance with the highest ethical standards and in compliance with all applicable laws, rules and regulations. We expect our employees and vendors (including business partners, suppliers and trade partners) to share our commitment and be in full compliance with the principles outlined below.

EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation. For more information on Century's diversity initiatives, please review our [Commitment to Diversity and Inclusion](#).

SAFE AND HEALTHY WORKPLACE

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labor Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

For questions related to our Commitment to Workplace Health and Safety, please email ESG@centurycommunities.com.