



(As amended October 22, 2021)

HUMAN RIGHTS POLICY:

1. Purpose:

- a. This Human Rights Policy applies throughout Eagle Materials Inc. and its subsidiaries and affiliates (“Eagle”, “Company”, “we”, “our”, or “us”) and is intended to express our active and continuous determination to meet our responsibility to respect and support internationally recognized human rights standards in accordance with the ten principles of the UN Global Compact and the Universal Declaration of Human Rights.
- b. Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respecting human rights and conducting business to the highest ethical standards are core values at the Company and embedded in everything that we do.

2. Forced labor, slavery, child labor and human trafficking:

- a. We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, child labor, modern forms of slavery and any form of human trafficking.
- b. The Company intends to promote respect for ethical conduct and human rights with its third parties such as subcontractors, business partners, suppliers, vendors, and other third parties. We believe that working with partners that share in our human rights commitment is critical to the success of our business operations and brand integrity. See our Code of Vendor Conduct found on our website.

3. Health and Safety:

- a. The safety and health of all of our employees is of paramount importance to the Company. See our Occupational Health and Safety Policy found on our website.

4. Community and Stakeholder Engagement:

- a. We recognize that we are part of the communities in which we operate. We engage with communities and stakeholders on human rights issues that are related to our business and that are important to such communities and stakeholders, including, but not limited to, land use, environmental impacts, and civil impacts such as transportation and health. Our aim is to ensure through an open dialogue that we are listening to, learning from, and considering the views of the communities we operate in as we conduct our business.

5. Diversity and Inclusion:

- a. We value and advance diversity and inclusion in our workplaces. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain and establish workplaces that are free from discrimination or harassment on the basis of race, color, age, religion, marital status, sex, sex stereotyping, gender, gender

identity or expression, ancestry, national origin, citizenship, military or veteran status, pregnancy (including child birth and breastfeeding, and medical conditions related to them), mental or physical disability, sexual orientation, medical condition, genetic information, or any other characteristic protected by federal, state or local law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is an individual's qualifications, performance, skills and experience.

- b. We do not tolerate harassing conduct that affects tangible job benefits, that unreasonably interferes with an individual's work performance, safety, or that creates an intimidating, hostile, or offensive working environment.

6. Work Hours, Wages and Benefits, and Freedom of Association:

- a. We compensate our employees competitively relative to the industries in which the Company operates as well as the local labor market, and in accordance with the terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and employee benefits laws.
- b. We do not restrict workers' rights to exercise freedom of association or to collectively bargain at any of our operations, and a sizeable minority of our employees are covered by collective bargaining agreements.

7. Land Rights and Water Resources:

- a. We respect the human need for sustainable water supplies, safe drinking water, and the importance of water for both ecosystems and communities. We address this by adhering to proper water regulatory management in accordance with applicable laws and regulations.

8. Guidance and Reporting:

- a. We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to complying with applicable labor and employment laws wherever we operate.
- b. Our Code of Conduct ("The Eagle Way") provides guidance regarding decision-making throughout our organization and includes processes by which any employee may raise concerns, including by use of an anonymous hotline. The availability of the hotline is also highlighted in employee postings at all of our locations.