



(As amended October 22, 2021)

## **CODE OF VENDOR CONDUCT:**

### **1. Purpose:**

- a. This Code of Vendor Conduct applies throughout Eagle Materials Inc. and its subsidiaries and affiliates (“Eagle”, “Company”, “we”, “our”, or “us”) and is intended to provide an overview of the expectations and standards to which we hold our vendors, suppliers, contractors, consultants and service providers (“Vendors”).
- b. Eagle is committed to ethical practices and compliance with all applicable laws and regulations wherever we do business.

### **2. The Eagle Way:**

- a. We encourage our Vendors to adhere to our Code of Conduct (“The Eagle Way”) when doing business with us. The Eagle Way can be found on our website.

### **3. Vendor Safety:**

- a. Vendors are expected to comply with all applicable safety and health laws and regulations, as well as internal requirements, when on our premises.

### **4. Human Rights:**

- a. Eagle will not knowingly conduct business with Vendors who violate human rights or anti-human trafficking laws. This includes, but is not limited to, forced or compulsory labor, unlawful child labor, any modern form of slavery, and any form of human trafficking. We are committed to compliance with all governmental laws, rules, and regulations applicable to our operations, including, but not limited to, fair employment practices and compliance with equal employment opportunity, safe and healthful work environments, equitable treatment of employees, and all other laws in the United States and other countries where we source products through our supply chain.
- b. We expect all Vendors to conduct themselves in compliance with the above statement.

### **5. Anti-Bribery:**

- a. Vendors are expected to comply with all applicable anti-bribery laws and regulations.

### **6. Environmental and Biodiversity Engagement:**

- a. Vendors are expected to comply with all applicable laws and regulations relating to the environment, the disposal of materials, the discharge of chemicals, gases or other substances or materials into the environment or the presence of such materials, chemicals, gases or other substances in or on its facilities.