
AMERICAN HOMES 4 RENT

VENDOR INTEGRITY CODE



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This Vendor Integrity Code (the “Code”) sets forth the expectations of American Homes 4 Rent, its subsidiaries and affiliates (collectively, “American Homes 4 Rent” or the “Company”) with respect to all of its contractors, vendors, and suppliers, as well as their respective employees, officers, and directors (collectively, “Vendors”). Vendors are expected to conduct their business interactions and activities in accordance with both the letter and spirit of American Homes 4 Rent’s commitment to integrity embodied in this Code and their obligations under their agreements with American Homes 4 Rent.

1 – BUSINESS INTEGRITY

American Homes 4 Rent expects each of its Vendors to conduct their business activities for the Company with integrity.

1.1 – Accuracy, Reporting and Record Keeping: Vendors must honestly and accurately record and report all information and create, retain, and dispose of business records in full compliance with all applicable legal and regulatory requirements.

1.2 – Assets and Information: Vendors shall protect and responsibly use both the physical and intellectual assets of American Homes 4 Rent, including its property, supplies and equipment, when authorized by the Company to use such assets. Vendors shall use any information technology and systems provided by American Homes 4 Rent (including email and any social media platforms) only for authorized Company business-related purposes. American Homes 4 Rent strictly prohibits Vendors and their representatives from using Company-provided technology and systems to create, access, store, print, solicit, or send any material that is intimidating, harassing, threatening, abusive, sexually explicit or otherwise offensive or inappropriate and/or send any false, derogatory or malicious communications. Vendors shall comply with the intellectual property ownership rights of American Homes 4 Rent and others, including but not limited to copyrights, patents, trademarks and trade secrets. Vendors shall use software, hardware and content only in accordance with their associated license or terms of use.

1.3 – Bribes and Kickbacks: Vendors must never offer a bribe, kickback, bartering arrangement, goods, service or any other incentive to anyone, including the Company’s employees, officers, trustees or their families, in order to obtain or retain American Homes 4 Rent’s business. Corruption, extortion, and embezzlement, in any form, are strictly prohibited. Vendors must not violate the Foreign Corrupt Practices Act (FCPA) anticorruption conventions, or applicable anti-money laundering and anti-corruption laws or regulations.

1.4 – Confidentiality: Vendors shall not use, disclose or communicate to, or use for the direct or indirect benefit of, any person, corporation or other entity, other than the Company, any Confidential Information of the Company. Confidential Information means all non-public data of American Homes 4 Rent, including: business plans, marketing plans, Company employee personal information, vendor and distribution lists, contacts, addresses, information about employees and employee relations, resident personal information and intellectual property, legal, commercial, financial, technical or other information of the Company, unless required by law. Vendors may not outsource, disclose, share or use Confidential Information outside the requirements defined in their contractual or nondisclosure agreement with American Homes 4 Rent. Unauthorized disclosures could harm American Homes 4 Rent, breach the Vendor contract or even be illegal. Vendors shall comply with all American Homes 4 Rent's requirements for maintenance of passwords, confidentiality, security and privacy procedures as a condition of receiving access to the American Homes 4 Rent internal corporate network, all systems and all buildings. All data stored or transmitted on Company owned or - leased equipment is to be considered private and is the property of American Homes 4 Rent. American Homes 4 Rent may monitor all uses of its corporate networks and all systems (including email and other social media platforms) and/ or access all data stored or transmitted using the Company network. To avoid compromising any potential confidentiality, no Vendor is authorized to speak to the press or media about or on behalf of the Company without the express written consent of an authorized officer of the Company.

1.5 – Conflicts of Interest and Avoiding Appearance of Impropriety: Vendors must avoid the appearance of, in addition to all actual, improprieties and/or conflicts of interests. When a Vendor or Vendor representative has a relationship with a Company employee, or a Company employee's spouse, domestic partner, or other family member or relative, the Vendor must disclose the relationship and obtain Company approval prior to contract negotiations. If the Vendor becomes aware of a conflict after the commencement of services, the Vendor must immediately inform a disinterested member of the Company's management. In addition, Vendors and their representatives shall not deal directly or indirectly with any American Homes 4 Rent employee who holds, or whose spouse, domestic partner or other family member or relative holds a significant financial interest in the Vendor. Interacting with such an employee, or spouse, domestic partner or other family member or relative of such an employee, in the course of negotiating or performing the Vendor agreement, is also prohibited.

1.6 – Gifts and Entertainment: Vendors must limit gifts and entertainment to an employee, officer or trustee of American Homes 4 Rent (or their family members) to customary social or business amenities that do not place, or appear to place, the employee under an obligation to, or under the influence of, a Vendor. Any gift must have a value of less than \$100. Any gift or entertainment that may compromise an employee, officer or trustee's judgment or business decision is forbidden. Cash, gift certificates, or other monetary instruments are prohibited and are not considered customary gifts. Any gifts and entertainment given or received must comply with all applicable laws.

1.7 – Insider Trading: Vendors must avoid insider trading by not buying or selling American Homes 4 Rent’s stock when in possession of material information about American Homes 4 Rent or another company that is not available to the investing public and that could influence an investor’s decision to buy or sell stock in American Homes 4 Rent.

1.8 – Involvement with Vendors: American Homes 4 Rent employees may directly conduct personal business with a Vendor only in the same manner and scope as is available to the general public.

2 – HUMAN RIGHTS

American Homes 4 Rent expects each of its Vendors to support and respect the protection of human rights, including:

2.1 – Fair Employment Practices: American Homes 4 Rent is committed to equal opportunity in employment. The Company’s commitment to equal opportunity employment applies to all persons involved in the Company’s operations (including Vendors) and prohibits unlawful discrimination or harassment by any Vendor employee, including supervisors and co-workers. No applicants, residents or employees should be harassed or discriminated against because of race, religion, color, creed, sex, sexual orientation, gender, sexual/gender identity, age, pregnancy, disability, national origin, citizenship, military or veteran status, marital status, genetic characteristic or information, ancestry or any other characteristic protected by law.

2.2 – Health and Safety: Vendors shall follow all applicable health and safety laws, regulations and other governmental directives in the country in which it operates or any other location where production or work is undertaken to ensure a safe and healthy workplace for all personnel. At a minimum, Vendors should implement recognized workplace systems, procedures and controls for the health and safety of all personnel in compliance with nationally recognized standards and the requirements established by any organizations that regulate their activities.

2.3 – Wages, Benefits, Working Hours: Vendors shall comply with all applicable state and federal wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

2.4 – Underage and Forced Labor: Vendors shall not use any forced, bonded or indentured labor or involuntary prison labor. All work, including overtime work, will be voluntary and workers should be free to terminate their employment. Vendors will not mandate that workers hand over government-issued identification, passports or work permits as a condition of employment. Vendors shall not engage in any practice of child labor and shall comply with all laws and regulations governing age minimums and employment restrictions based on age.

3 – ENVIRONMENT

American Homes 4 Rent expects each of its Vendors to minimize their impact on the environment. This includes:

- 3.1 – **Hazardous Materials:** Vendors shall establish and maintain controls to eliminate hazardous substances and materials from products and services, and will promote the use of suitable alternatives, whenever practicable. Where substitution is not possible, Vendors will distribute information on product hazardous substances as well as appropriate handling instructions for safe end of life treatment and disposal.
- 3.2 – **Pollution:** Vendors shall investigate possible sources of known air, land, and water pollutants and to implement controls to prevent pollutant release in excess of environmentally prudent limits as dictated by local law and generally accepted environmental conservation standards.
- 3.3 – **Waste:** Vendors shall establish and maintain controls designed to minimize the impact of waste throughout the supply chain, including as it relates to production and packaging of waste and end of life treatment of products, encouraging recycling and reuse at all stages.

How to Raise a Question or Concern

It is each Vendor's responsibility to ensure they understand and comply with this Code. Vendors are expected to self-monitor their compliance with this Code and to inform American Homes 4 Rent if a situation develops that causes the Vendor to operate in violation of this Code. American Homes 4 Rent may require the immediate removal of any Vendor who behaves in a manner that is unlawful or inconsistent with this Code.

To confidentially report a questionable behavior or possible violation of this Code, Vendors are encouraged to work with their primary American Homes 4 Rent contact for resolution. However, American Homes 4 Rent recognizes that there may be times when this is not possible or appropriate. In such instances, please contact the American Homes 4 Rent Ethics Point Hot Line at 1-844-484-5954.

American Homes 4 Rent will not tolerate any retribution or retaliation taken against any individual who has, in good faith, reported questionable behavior and/or a possible violation of this Code.

ACKNOWLEDGMENT

On behalf of the Vendor named below, I agree that such Vendor and its employees, agents and subcontractors will abide by the Vendor Integrity Code while it is conducting business with or on behalf of American Homes 4 Rent. I am aware that failure to comply with the policies outlined in the Vendor Integrity Code may result in the Company's termination of the business relationship with the Vendor.

ACKNOWLEDGMENT AND SIGNATURE

VENDOR: _____

SIGNATURE: _____

NAME: _____

TITLE: _____

DATE: _____