

EQUAL EMPLOYMENT OPPORTUNITY POLICY

MASCO'S POLICY PROHIBITING DISCRIMINATION

Masco is an equal opportunity employer and we want to have the best available persons in every job. Masco makes employment decisions only based on merit. It is the Company's policy to prohibit discrimination in any employment opportunity (including but not limited to recruitment, employment, promotion, salary increases, benefits, termination and all other terms and conditions of employment) based on race, color, sex, sexual orientation, gender, gender identity, gender expression, genetic information, pregnancy, religious creed, national origin, ancestry, age, physical/mental disability, medical condition, marital/domestic partner status, military and veteran status, height, weight or any other such characteristic protected by federal, state or local law. Masco is committed to complying with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in the operations of the Company regardless of where the employee is located and prohibits unlawful discrimination by any employee of the company.

MASCO'S ACCOMMODATION POLICY

In compliance with applicable laws ensuring equal employment opportunities to qualified individuals with disabilities, the Company will consider all individuals for any position for which they are qualified and able to perform with or without a reasonable accommodation. The Company will make reasonable accommodations for the known physical and mental limitations of an otherwise qualified individual with a disability unless undue hardship would result. Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact Human Resources and request such an accommodation in writing. The individual with the disability should specify what accommodation is needed to perform the job. In Michigan, an applicant or employee must notify the Company in writing of the need for accommodation within 182 days after the date the person with a disability knew or reasonably should have known that an accommodation was needed. The Company will engage in the interactive process and then make an independent determination of possible accommodations, if any, that will help eliminate any limitations or barriers that make it difficult for the applicant or employee to have an equal opportunity to perform the job at issue. If the accommodation is reasonable and will not impose an undue hardship, the Company will make the accommodation.

PROCEDURE IF YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST

If you believe you have been subjected to any form of prohibited discrimination, you may provide a complaint (preferably in writing) to your supervisor, the Vice President, Chief Human Resources Officer, or the Corporate Human Resources Partner. Your complaint should be specific and include the names of the individuals involved and the names of any witnesses. The Company will determine whether an investigation is necessary, and, if so, will undertake an effective, thorough and objective investigation in an attempt to resolve the situation. If the Company determines that prohibited discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense, up to and including termination of employment for someone who has engaged in prohibited discrimination. Appropriate action will also be taken to deter any future

discrimination. The Company will endeavor to keep the investigation confidential to the extent possible. Retaliation against anyone for filing a complaint is prohibited, and any retaliation should be reported immediately to Human Resources.