

MASCO CORPORATION
HUMAN RIGHTS POLICY STATEMENT

Commitment

At Masco, we deliver better living possibilities. Whether it's product, people or process, we strive to make everything we touch better. Because we strive to operate in a socially and environmentally thoughtful way, Masco is committed to being a good corporate citizen, operating ethically and responsibly, and respecting and promoting human rights. Consistent with this philosophy, Masco endeavors to uphold responsible business standards and respect and promote human rights through its own policies and practices. Among other things, Masco has adopted the following policies and practices:

1. Compliance with all applicable laws and regulations;
2. [Equal employment opportunity](#);
3. Prohibition of harassment and of unlawful discrimination in any employment practice or decision;
4. Prohibition against the use of child labor and any form of forced labor, including slavery and human trafficking;
5. Providing appropriate compensation and benefits as required by law;
6. Protection against excessive working hours that exceed local laws or business customs;
7. Providing a safe and secure working environment;
8. Respect for employee rights to join labor organizations or not to join labor organizations and to bargain collectively, without intimidation;
9. Investment in local communities and encouragement of employee volunteerism; and,
10. Compliance with all applicable data privacy laws and regulations.

Additional information on Masco's standards is set forth in [Masco's Code of Ethics](#).

Scope and Governance

Masco's commitment to promoting human rights is Informed by the UN Guiding Principles on Business and Human Rights and applies to all persons and entities involved in our operations, including, without limitation, employees, companies, suppliers, vendors, and partners. Additional information on Masco's expectations for the suppliers with whom we do business is set forth in [Masco's Supplier Business Practices Policy](#).

This policy is part of Masco's ethics and compliance program, which includes employee training and reporting processes, including through an ethics hotline. Our ethics and compliance program is overseen by Masco's Audit Committee.

Reporting

We encourage our employees and others in our operations or extended supply chain to report any known or suspected violations of this policy to any of the resources identified in our Code of Ethics. Reports may be made anonymously where permitted by law, and we will not retaliate against anyone who makes a good faith report.