



HUMAN RIGHTS POLICY

Green Brick Partners, Inc. (“Green Brick”, “the Company”, “we”, “our”) is a publicly traded homebuilder exclusively doing business in the United States. Respect for human rights is fundamental to our management of the business and how we interact with our customers, employees, business partners, and vendors. Green Brick is committed to meeting its responsibility to respect and support internationally recognized human rights as defined and outlined by the *United Nations Guiding Principles on Business and Human Rights* and *Universal Declaration of Human Rights*.

Diversity, Respect, and Non-Discrimination

We strive to develop and support a diverse and inclusive workplace where employees of all backgrounds are treated with fairness, dignity, and respect. We believe that each employee’s unique perspective adds value to our business. These beliefs are reflected in our broad Equal Employment Opportunity policy.

We are committed to providing equal opportunities for all employees, eliminating discriminatory practices, and protecting the rights of all of our employees. We have zero tolerance for racism or discrimination of any kind, including discrimination on the basis of race, color, genetics, religious beliefs, gender, sexual orientation, national origin, ethnicity, disability, age, veteran status, marital status, citizenship status or any other legally protected characteristic by anyone, including our employees, suppliers, customers or anyone we do business with on a regular basis, including as reflected in our Vendor Code of Conduct. Green Brick encourages the reporting by employees, vendors, suppliers, and stakeholders of any form of harassment or discrimination in violation of this policy, including but not limited to utilizing the robust provisions for the reporting and subsequent investigation of any reported incidents of harassment or discrimination as described in our Code of Business Conduct and Ethics (the “Code of Ethics”).

Employee Rights, Working Hours, Wages, and Benefits

Green Brick recognizes that our employees are the backbone of our business and critical to our operations and growth. We endeavor to attract and retain talented and experienced individuals and believe we offer highly competitive wages and benefits compared to our peers. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws across the markets and states in which we operate, as well as a commitment to pay a living or fair wage, and we expect the same compliance from our vendors, suppliers, and third-party contractors.

Health and Safety in the Workplace

Green Brick is committed to providing safe, secure, and healthy working conditions for all our employees. We aim to oversee jobsites in compliance with all applicable health and safety regulations and laws, including the Occupational Safety and Health Administration guidelines. We are constantly examining our processes to evaluate, identify, and improve upon safety processes



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and policies to mitigate potential workplace safety hazards. We also have our own processes to ensure quality construction, and these standards and procedures often exceed what is lawfully required.

Green Brick further promotes a work environment that is free from harassment, violence and intimidation, including any verbal, non-verbal or physical conduct that may interfere with an employee's ability to effectively perform his or her duties or that creates an intimidating, offensive, abusive, or hostile work environment.

We are also committed to the health and wellness of our employees, including providing gym membership reimbursement, access to healthy foods and snacks, telehealth options, an employee assistance program related to healthcare issues, and holding annual employee competitions focused on healthy and active lifestyle choices.

Forced Labor, Child Labor, and Human Trafficking

Green Brick will not use or condone the use of child labor, forced labor and human trafficking in any form. We are committed to complying with laws that prohibit the use of forced, bonded, indentured, or involuntary prison labor. We comply with applicable laws prohibiting such exploitation and employ only people who meet minimum age requirements in accordance with the Fair Labor Standards Act and other applicable law.

Code of Ethics

Green Brick is committed to the highest ethical business standards and conduct, which is detailed in our Code of Ethics. Compliance with our Code of Ethics is monitored by the highest levels of our senior management, including our internal audit department, and ultimate compliance authority is vested in our Board of Directors. Matters covered by our Code of Ethics include but are not limited to conflicts of interest, insider trading, protection of company assets and confidential information, antitrust, accuracy and retention of business records, and a procedure for reporting concerns or alleged violations of the Code of Ethics.

Sustainability

Green Brick believes we play a role in building sustainable communities. We operate in an environmentally responsible way and strive to preserve natural resources to the extent reasonably possible. Both our employees and our contractors are prohibited from releasing or disposing of hazardous substances or waste at any jobsite or into the soil, drains, surface or ground water or air. We monitor, treat, and control air emissions, water, and wastewater as required by law.