

# HUMAN RIGHTS POLICY

SiteOne is committed to protecting and advancing human rights in all of the communities in which we operate. We are led by our Core Values, which are the standards by which we conduct our business. Our Core Values summarize our responsibilities to our associates, our customers, our communities, our suppliers, and our shareholders. Consistent with our Core Values, SiteOne has identified the following principles in which we will protect and advance human rights in the conduct of our business operations:

1. Our associates are our most important asset; therefore, we strive to provide a safe working environment, together with ongoing training and awareness, to ensure that all of our associates return home safely at the end of each day.
2. We respect each other, regardless of nationality, age, race, sex, or other factors that make each human being unique.
3. We comply with all applicable laws, including employment laws and regulations, in all jurisdictions in which we operate and we expect our suppliers to do the same.
4. We respect the environment in all communities in which we operate.

## DIVERSITY AND INCLUSION; HUMAN RIGHTS

We are committed to equal opportunity and are intolerant of discrimination and harassment on the basis of sex, race, color, ethnicity, age, religion, sexual orientation, disability, or any status protected by applicable law. We value and foster the diversity and inclusion of the people with whom we work and we are committed to the protection of minority groups' rights and women's rights. We recognize the important role that business plays in advancing respect for human rights and respect the rights of all people to live lives free from social, political, or economical discrimination or abuse. We respect the core principle of freedom of association and the elimination of discrimination in respect of employment and occupation. We respect the rights of indigenous peoples (IPs). Where our business or operations may affect IPs, we strive to consult with IPs and seek the application of the principles of free, prior and informed consent (FPIC) where practical.

## CHILD LABOR, FORCED LABOR, AND HUMAN TRAFFICKING

SiteOne will not tolerate the use of child or forced labor, slavery, or human trafficking in any of its operations and facilities. We will not tolerate the exploitation of children or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We expect our suppliers and contractors with whom we do business to uphold the same standards.

## COMPENSATION

We compensate our associates in accordance with market practice. SiteOne will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. We also offer our associates the opportunity to improve their skills and capabilities.

## TRAINING

We are committed to offering development opportunities for our associates, including opportunities to develop expertise with products that we distribute, experience additional operations within our business, develop leadership skills, interact with our customers and work with a mentor. Amongst our development opportunities, we offer several associate training and certification programs, which are structured educational programs offering certification in the area of operational safety, customer service, and line-of-business expertise. These programs include classroom training, online learning and in-field activities.

## **WORKING HOURS**

SiteOne will comply with applicable industry practices, and local, state, and national laws on working hours.

## **HEALTH AND SAFETY**

SiteOne understands that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of the services we provide, consistency of operations and associate retention and morale. SiteOne also recognizes that ongoing associate input and education is essential to identifying and mitigating health and safety issues in the workplace. We believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. We promote and advocate for on- and off-the-job safety for all of our associates.

## **SUPPLIERS AND CONTRACTORS**

It is our expectation that our suppliers, contractors and other business partners also operate their businesses and interact with their employees and communities in a manner that respects human rights. We require that our suppliers and other business partners adhere to all applicable laws and regulations and encourage them to uphold principles in support of human rights. We have a supplier qualification and onboarding process, which includes execution of our SiteOne supplier agreement requiring compliance with all laws, whereby we seek out and select only those suppliers meeting our expectations. We also maintain a Supplier Code of Conduct setting forth our ongoing expectations for all of our suppliers and business partners.

## **STAKEHOLDER INVOLVEMENT**

We value the feedback we receive from all of our stakeholders, including our associates, customers, suppliers, shareholders and the communities in which we operate. As such, we are committed to being responsive to feedback that we receive from our stakeholders as we continue to develop and implement our human rights policy and evaluate its impact.

## **GOVERNANCE AND OVERSIGHT**

This policy applies to every employee and officer of SiteOne. Board-level oversight on matters related to environment, social and governance issues, including human rights, is provided by the Nominating and Corporate Governance Committee of the SiteOne Board of Directors. We will consult with relevant internal and external stakeholders to understand any human rights-related concerns and any necessary action that may be inconsistent with this policy.

## **REPORTING HOTLINE**

If any of our stakeholders have a concern relating to human rights, they are encouraged to anonymously report the concern through our independent, 24-hour Compliance and Ethics Hotline at 1-844-650-0008 [English] or 1-800-216-1288 [Spanish]. The availability of the Hotline is proactively communicated to associates as part of our training programs and resources.