



SAINT-GOBAIN

Statement of Policy

Equal Opportunity and Affirmative Action

Saint-Gobain is an equal opportunity employer. It is our policy to ensure that all available employment opportunities are provided to qualified individuals without regard to race, color, religion, sex, gender, sexual orientation, gender identity or expression, age, national origin, ancestry, disability, genetic information, pregnancy, military/veteran status, marital status or any other basis prohibited by law. We have established our employment policies and procedures based on valid job-related criteria as well as standards of conduct and performance in keeping with business necessity. Applicants for employment will be recruited, selected and placed on the basis of merit and ability with respect to the positions being filled. Personnel procedures and practices with respect to training, promotion, transfer, compensation, demotion, layoff or termination will be administered with due regard to performance and qualifications. All employees are expected to adhere to these principles and to conduct themselves in such a manner so as to assure a working environment void of any unfair prejudice, and free from discriminatory harassment.

In addition, Presidential Executive Orders and other legal requirements may provide for affirmative action planning at certain Saint-Gobain businesses. It is our policy to observe these requirements through positive programs of specific and results-oriented procedures to which we are committed to apply every good-faith effort. The objective of these procedures plus such efforts is equal opportunity, and nothing contained in these programs shall be interpreted as a requirement to grant preferential discriminatory treatment. These business-oriented action programs are designed to further assure each qualified individual with equal access to opportunities for entry and growth.

In order to measure the effectiveness of our efforts and to ensure their continued legal sufficiency, audit and reporting mechanisms have been developed, and these are to be maintained on a current basis and regularly monitored and reviewed. Every member of Saint-Gobain's management is required to ensure that these policies are appropriately communicated, implemented and uniformly applied in those areas of our operation for which they have responsibility.

To achieve these objectives, while maintaining the effectiveness of the Company's operations, it continues to be our practice to recruit, select, employ and retain competent, talented people at all levels of the organization and to promote an atmosphere of cooperation and teamwork that will contribute to our future growth and success.

A handwritten signature in blue ink, appearing to read "Mark A. Rayfield", is written over a horizontal line.

June 2022

Mark A. Rayfield
CEO NA Region