
AMERICAN HOMES 4 RENT

HUMAN RIGHTS STATEMENT



A Message from Our CEO

At American Homes 4 Rent, we have always been committed to the protection and advancement of human rights, while recognizing the value that different perspectives and cultures bring to an organization. In fact, one of our Company's core competencies is *Valuing Differences* – something that is fundamental to our decision-making process and the way we operate as a business. At AH4R, we have strived to create a working environment that reflects the communities we serve where everyone feels heard, valued, empowered – and safe – to offer their unique personal perspectives.

We are committed to equal opportunity in employment with a focus on employing, training and compensating individuals based on merit, job-related qualifications and abilities. As a leadership team, we believe it is important to reiterate that racial inequality and injustice have no place in either society or the workplace. Our commitment to diversity and inclusion begins at the top. We value open participation from individuals with different ideas and perspectives that has a positive impact on our business.

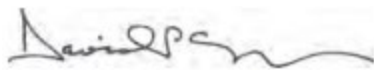
We recognize that our team members have differing backgrounds, characteristics, experiences, beliefs, capabilities and styles, and we have always drawn strength from these differences. We believe that promoting diversity and inclusion leads to superior customer experiences for our residents, attractive returns for our shareholders, as well as a more engaging employee experience that makes everyone feel right at home at AH4R. We ask our team members to respect all people of any race, religion, spirituality, age, class, culture, disability, ethnicity, gender, gender identity / gender expression, sexual orientation, national origin, immigration or veteran status.

At AH4R, we contribute to the well-being of the communities in which we operate through direct investments to rehabilitate, improve and develop our homes and residential communities. We also encourage our employees to volunteer for charitable activities in the communities we serve.

We are dedicated to creating safe and healthy workplaces for our employees and safe and healthy homes for our residents, while maintaining a strict policy prohibiting harassment. We strive to encourage employee physical and emotional wellness, believing that healthy employees are effective employees. And we seek to provide market competitive compensation and benefits to recruit, develop and retain talented employees.

Encouraging and upholding these human rights principles are not just words on paper; they are part of our core values and the center of who we are as an organization.

Through open communication, respect and teamwork, we can ensure that AH4R continues to build on our foundational value of respect for all people. We will continue to foster an environment in which every employee is contributing fully to our mission to be the market leader in single-family rental homes.

A handwritten signature in black ink, appearing to read "David P. Singelyn".

David P. Singelyn, Chief Executive Officer

HUMAN RIGHTS STATEMENT

American Homes 4 Rent is committed to the protection and advancement of human rights. The principles outlined in this Human Rights Statement include key commitments concerning human rights contained in our Code of Business Conduct and Ethics.

1 – PRINCIPLES

In developing this Statement, we are guided by international standards, including the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

1.1 – Equal Opportunity Employment: American Homes 4 Rent is committed to equal opportunity in employment. Our policy is to employ, train and compensate individuals based on merit, job-related qualifications and abilities. In accordance with applicable laws, the Company prohibits discrimination based on race, color, religion, creed, gender, pregnancy or related medical conditions, military status, age (as defined by federal and state law), national origin or ancestry, physical or mental disability, genetic information or any other protected characteristic or basis protected by local, state or federal laws.

1.2 – Employee Diversity and Inclusion: American Homes 4 Rent is committed to advancing and cultivating diversity and inclusion. We strive to create a workplace in which open and honest communication is encouraged and respected and where every employee feels empowered to speak up and offer ideas to help our business excel. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. We believe an environment in which diversity and inclusion are valued creates room for all employees to contribute ideas that will help ensure our company's long-term success.

1.3 – Commitment to Our Communities: American Homes 4 Rent is committed to investing in our communities. We recognize that we are part of the communities in which we operate and that when our communities do well, we do well. We contribute to the well-being of the communities in which we operate through direct investments to rehabilitate, improve and develop our homes and residential communities. We also encourage--and for senior management require--our employees to volunteer for charitable activities in the communities we serve. We believe our commitment to our communities enhances our residents' living experience and the communities in which they reside.

1.4 – Harassment: American Homes 4 Rent maintains a strict policy prohibiting harassment by or against any employee based on race, age, color, religion, gender, national origin, ancestry, mental or physical disability, medical condition, U.S. veteran status, marital status, sexual orientation or any other basis protected by federal, state or local law or ordinance.

1.5 – Health and Safety: American Homes 4 Rent is committed to providing safe and healthy workplaces for our employees and safe and healthy homes for our residents. We have established workplace health and safety practices at our offices, construction sites and field activities and we have implemented policies and require training for our employees to help maintain our focus on health and safety. As part of this commitment, we comply with all applicable environmental, health and safety laws and regulations in every state where we do business.

1.6 – Wellness: We believe a healthy employee is an effective employee. American Homes 4 Rent seeks to encourage employee physical and emotional wellness through a broad range of programs, including Health and Wellness fairs at our largest locations and free annual wellness checks to employees on our medical plans.

1.7 – Compensation: American Homes 4 Rent seeks to provide market competitive compensation and benefits to recruit, develop and retain talented employees across our operations. In all cases, our wages exceed legal minimum standards.

1.8 – Underage and Forced Labor: In accordance with International Labour Organization (ILO) Convention 138, American Homes 4 Rent complies with all laws and regulations governing age minimums and employment restrictions based on age. American Homes 4 Rent has zero tolerance for forced, bonded or indentured labor or involuntary prison labor, including debt bondage, trafficking and the lodging of deposits or identity papers by employers or outside recruiters.

1.9 – Right to Water: We recognize the right to water as a fundamental human right. We respect the human need for sustainable water supplies, safe drinking water and protection of both ecosystems and communities through proper sanitation.

1.10 – Freedom of Association: We respect freedom of association and our employees' right to join, or not to join, third party organizations such as labor organizations, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation, or harassment.

1.11 – Supply Chain: As detailed in our [Vendor Integrity Code](#), we expect our suppliers to maintain the same respect for human rights principles as American Homes 4 Rent. Failure to comply may result in remedial action up to and including termination of our business relationship with the vendor.

1.12 – Fair Housing/ Equal Housing Opportunity: American Homes 4 Rent is an Equal Housing Opportunity company, which means American Homes 4 Rent complies with the Fair Housing Act and other applicable federal, state and local anti-

housing discrimination laws. The federal Fair Housing Act prohibits discrimination in housing because of Race/ Color, National origin, Religion, Sex, Familial Status, or Handicap (or disability). American Homes 4 Rent also operates in states and local jurisdictions which have additional fair housing laws and added protected classes. American Homes 4 Rent is also responsible for complying with those laws and regulations. American Homes 4 Rent will not knowingly permit or allow any discriminatory conduct in the rental of its properties that violates applicable law.

2 – GOVERNANCE

Concerns regarding violations or misconduct related to our Human Rights Statement may be reported to our Human Resources Department, the Legal Department or through the anonymous AH4R Ethics Hotline.