



CENTURY
COMMUNITIES

Human Rights Policy Statement

Updated: February 2020

INTRODUCTION

Founded in 2002, Century Communities, Inc. (NYSE: CCS) is a top-10 national homebuilder committed to supporting internationally recognized human rights activities and initiatives. Respect for human rights is a core value of our business. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Policy Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally.

Our approach to human rights is based on:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights
- The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Century's Board of Directors is responsible for reviewing and overseeing corporate responsibility policies and programs. Century's executive team, including the Co-Chief Executive Officers and Chief Financial Officer, oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with human rights experts, employees, shareholders and other stakeholders.

HUMAN RIGHTS POLICY STATEMENT

Century's Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following seven principles:

ETHICAL BUSINESS CONDUCT

As detailed in our [Code of Business Conduct and Ethics](#), we're committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of Century to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

DIVERSITY AND INCLUSION

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation. For more information on Century's diversity initiatives, please review our [Commitment to Diversity and Inclusion](#).

SAFE AND HEALTHY WORKPLACE

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. For more information on Century's health and safety initiatives, please review our [Commitment to Workplace Health and Safety](#).

FORCED LABOR AND HUMAN TRAFFICKING

We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

CHILD LABOR

We do not engage in or condone the unlawful employment or exploitation of children.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the principles of freedom of association and collective bargaining. We are aligned with the International Labor Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention.

For questions related to our Human Rights Policy Statement, please email ESG@centurycommunities.com.