



Human Rights



We recognize the importance of respecting and promoting human rights, and have adopted principles, guidelines and standards within our Ethics Policy that operationalize them. These principles, guidelines and standards are grounded in fundamental human rights that have been advanced under international conventions, such as the United Nations Universal Declaration of Human Rights, and apply to all of our employees, whether full-time or part-time, and directors and to our relationships with our service providers, customers and business partners across our operational footprint within the United States. As a key element of our Ethics Policy, our human rights standards are reviewed and approved by the Audit and Compliance Committee of KB Home's Board of Directors, and compliance is overseen by our internal Ethics Committee, which reports to our Chairman, President and Chief Executive Officer and the Audit and Compliance Committee. Upon joining us, and annually thereafter, all of our employees must participate in a training course on, and certify as to their understanding of, the principles, guidelines and standards contained within our Ethics Policy.

As an organization Built on Relationships® with our colleagues and service providers, we are committed to maintaining a work culture that treats all employees fairly and with respect and provides equal opportunities based on merit. To promote an inclusive workforce and the professional growth of the diverse individuals of all viewpoints and backgrounds who join us, our employment policies prohibit discrimination based on race, color, religion, national origin, ancestry, familial status, age, veteran status, physical disability, mental disability, medical condition, gender, gender identity, sexual orientation, marital status, or any other legally protected status.

As an organization, we will not use forced labor or engage in human trafficking in any form, nor will we hire individuals below the locally applicable legal age. We expect our service providers will not engage in such activities, as well as not engage in unlawful discrimination or fail to comply with applicable wage and hour obligations to which they are subject with respect to their workforces.

We are committed to maintaining a safe and healthy work environment and complying with all health and safety laws and regulations that apply to our business, including OSHA regulations. We prohibit the possession or use of weapons, firearms, or explosives (whether real, replica, imitation or toy) on our property. We also prohibit workplace violence of any kind by our employees, directors or service providers. Such behavior includes, but is not limited to, threats through oral, written, or email/text messages and gestures or expressions that communicate a direct or indirect threat of physical or mental harm, throwing objects, pushing, shoving, tripping, or grabbing, or any form of indecent or inappropriate physical contact or threatened contact.

We intend to conduct our business in ways that respect the environment and natural resources, including conserving to the extent reasonably possible clean drinking water. Our employees and board members must comply with the policies and procedures we develop in this regard, and our employees, board members, service providers, customers and business partners must support our environmental sustainability commitments. These are further described in our Sustainability Reports, which also describe our energy and water conservation achievements that have been recognized by the U.S. Environmental Protection Agency.

In addition to encouraging reporting any Ethics Policy-related concerns, including those relating to human rights, to our Ethics Policy Hotline at [800-304-0657](tel:800-304-0657) or www.kbhome.ethicspoint.com, as part of our efforts to build strong relationships with our stakeholders in this area (encompassing our employees, directors, service providers, customers and business partners), we expect their respect for the Ethics Policy's scope and content concerning human rights.

Ethics Policy Hotline:
[800-304-0657](tel:800-304-0657)

Ethics Policy Reporting Website:
www.kbhome.ethicspoint.com

