

Human Rights Policy Statement

JELD-WEN, Inc.

JELD-WEN is committed to the principle of respect for human rights. The Company complies with all applicable legal obligations in respect of Human Rights. Furthermore, the Company is guided by global authorities such as the International Labor Organization's Fundamental Conventions, the United Nations Guiding Principles on Business and Human Rights, and the International Bill of Human Rights.

JELD-WEN also operates under its [Code of Business Conduct and Ethics](#), which details its specific commitments and expected practices related to human rights. The Company values all reports of human rights violations and strives to address and remedy (where appropriate) reports promptly and without delay.

Freedom of association and collective bargaining

At JELD-WEN, we are committed to providing a safe and healthy workplace for all employees, and this includes respecting their fundamental rights to freedom of association and collective bargaining. We believe that all workers should be free to choose to form and join trade unions or other associations of their choice or refrain from doing so. This choice shall be made without fear of discrimination or retaliation. JELD-WEN will bargain in good faith with lawfully elected representatives of our employees where we are legally required to do so.

Legal minimum wage and all legally mandated benefits

JELD-WEN believes in providing fair compensation for our employees, including the legal minimum wage and all legally mandated benefits such as social security contributions. We understand that these benefits are essential for workers to have a decent standard of living, and we are committed to meeting these obligations.

Prevention of excessive working hours

JELD-WEN recognizes the importance of ensuring that our employees have reasonable and lawful working hours, and we are committed to preventing excessive working hours. We understand that working hours that negatively impact work-life balance can affect workers' physical and mental health.

In jurisdictions that require, JELD-WEN endeavors to manage working hours through employment agreements or contracts derived with works council collaboration and/or collective bargaining agreements with union representatives. We promote and encourage a healthy work-life balance for our employees.

Aspirations for the provision of a living wage

JELD-WEN aspires to provide a living wage consistent with local standards and requirements. This aspiration shall be guided by the International Labor Organization standards. We believe that this is an important way of ensuring that our employees are able to meet their basic needs and enjoy a decent quality of life.

Employees right to Access to water, sanitation, and hygiene (WASH)

JELD-WEN is committed to upholding and promoting the rights of our employees to access water, sanitation, and hygiene (WASH) facilities as a fundamental aspect of their well-being and dignity. We recognize that adequate access to clean water, safe sanitation facilities, and proper hygiene practices are essential for maintaining a healthy and productive workforce.

Supply Chain Labor Issues

JELD-WEN maintains vigilance over its supply chain and human rights issues that could arise. To aid in this process, the Company conducts regular due diligence practices that govern engagement with suppliers and other stakeholders; auditing or monitoring activities; training; and corrective actions where appropriate. Furthermore, the Company requires all suppliers to abide by the [Supplier Code of Business Conduct](#), which clearly states the Company's commitment to human rights. Where we identify any conflicts to human rights practices in our business, we will take the necessary actions in order to solve the given issue.

Grievance mechanisms

JELD-WEN provides a grievance mechanism for all employees. We also provide a comprehensive and confidential reporting tool to report, identify, and address fraud, abuse, and other misconduct in the workplace all while cultivating a positive work environment.

JELD-WEN's confidential reporting tool is called the Ethics Helpline, which is available in multiple languages, 24 hours a day, seven days a week, and is operated by an independent third-party provider. Where authorized by law, reports may be made anonymously, but all reports are kept as confidential as possible to protect the reporter's rights and the rights of those being investigated.

JELD-WEN does not tolerate retaliation of any kind against anyone who shares a concern in good faith or assists with an investigation.

This Human Rights Policy Statement is overseen by JELD-WEN's Chief Human Resources Officer, General Counsel, and Chief Compliance Officer.