

# HUMAN RIGHTS POLICY

Watsco is committed to the protection and advancement of human rights guided by values that inspire how we conduct our business. These values capture our responsibilities to our employees, customers, communities and shareholders. They also bond our more than 5,800 employees with a shared principle that an individual's basic rights and dignity must be provided and respected. To uphold our core values, we have created the following guiding principles to guide the conduct of our business:

- Respect for the individual regardless of nationality, race, sex, or other attributes that makes each human being unique.
- Compliance with all laws, including all employment laws and regulations, throughout our network.
- Respect for the environment and compliance with laws and regulations in the jurisdictions in which we operate.
- Promote social consciousness, awareness and empathy toward others that may be less fortunate as a result of their birthplace or family upbringing.
- Sustain the cultural belief that our employees are our most important asset and provide a safe workplace through training and awareness.
- Commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights.
- Partner with businesses who aspire to conduct their business in a similar manner.

While it is the duty of governments to protect the rights of their citizens, we recognize that our business can play a critical role. As the leader in our industry, we believe we have an opportunity to positively impact the protection of human rights throughout our marketplace. To this end, we encourage and support our suppliers and other business partners in their efforts to act in accordance with recognized human rights standards.

## Diversity and Inclusion

- We value and foster the diversity and inclusion of the people with whom we work. We base employment decisions on merit, considering qualifications, skills and achievements. We are committed to equal opportunity and are intolerant to discrimination and harassment on the basis of sex, race, color, ethnicity, age, religion, sexual orientation, disability or any status protected by applicable law.

## Child, Forced Labor, and Human Trafficking

- We will not tolerate the use of child or forced labor, slavery, or human trafficking in any of our operations and facilities. We will not tolerate the exploitation of

children or the trafficking, physical punishment, abuse, or involuntary servitude of any worker. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. We expect our suppliers and customers with whom we do business to uphold the same standards.

## Compensation

- We compensate our employees in accordance with market practice in a manner that supports their ability to meet their basic needs. We pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. We also offer our employees the opportunity to improve their skills and capabilities.

## Working Hours

- We comply with applicable industry practices, local, state, and national laws on working hours.

## Health & Safety

- We understand that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, as well as worker retention and morale. We also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace. We believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. We promote and advocate for on-the-job and off-the-job safety for our employees.