



## **Apogee Enterprises' Statement on Human Rights**

Apogee Enterprises, Inc. is committed to protecting the rights of people across all our operations and we strive to treat people with dignity and respect. Our approach to human rights is informed by internationally recognized standard and practices, and is based on our [Code of Business Ethics and Conduct](#) and Apogee's values. We provide our employees with annual training on our [Code](#), covering areas such as equal opportunity, discrimination, harassment, and ethical decision making.

The principles set out in this statement apply to all our operations, regardless of geographic location. We also expect our business partners, suppliers, and other parties working on behalf of the Company to observe the principles outlined in this statement.

### **Equal Opportunity, Nondiscrimination and Freedom from Harassment**

We are committed to a workplace free from discrimination and harassment. We recognize and protect the rights of minority groups, women, and other protected classes, and we strictly prohibit discrimination or harassment with regards to race, color, creed, religion, ancestry, sex, age, national origin, sexual orientation, gender, gender identity, and/or gender expression, disability, medical condition, family medical history or genetic information, pregnancy, marital or domestic partner status, familial status, status with respect to public assistance, citizenship status, military or veteran status, or other applicable protected class status. Any such discrimination, harassment, or infringement upon these rights will not be tolerated by the Company.

### **Working Conditions and Freedom of Association**

Apogee is committed to fair labor and employment practices, and we abide by all applicable labor laws and regulations in the locations where we operate. Providing a safe and secure work environment is one of our highest priorities. A commitment to a safe work environment is embedded throughout our organization and we expect our employees, contractors, and suppliers to comply with all applicable health and safety laws and regulations.

We believe that open and direct communication between our employees and management creates an environment that best supports the achievement of individual and company goals.



We also respect our employees' rights to freely join employee organizations, seek representation, and collectively bargain, consistent with local laws and regulations.

### **Forced Labor, Child Labor, and Human Trafficking**

We are strictly opposed to, and will not tolerate the use of child labor, forced labor, slavery, or other oppressive labor conditions, and we will not engage in any form of human trafficking. We will not knowingly do business with any supplier or business partner which engages in these practices.

### **Stakeholder Involvement**

We are committed to being an active proponent for human rights in the communities where we operate. We believe in engaging with relevant stakeholders, both internal and external, and welcome input into the development, implementation, and evaluation of our approach to human rights.

### **Reporting**

Reports of violations can be reported on a confidential and anonymous basis in one of these ways:

Online:            [www.apog.ethicspoint.com](http://www.apog.ethicspoint.com) (enter the organization name of "Apogee")  
(worldwide)

By Telephone: Apogee Code of Conduct Hotline—800.441.6164 (toll-free in the U.S. & Canada)

In Writing:        Apogee Enterprises, Inc.  
4400 West 78th Street  
Suite 520  
Minneapolis, Minnesota 55435 USA Attention: General Counsel

By Email:        [ApogeeLegal@apog.com](mailto:ApogeeLegal@apog.com)  
[ApogeeCompliance@apog.com](mailto:ApogeeCompliance@apog.com)

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