

Toll Brothers Human Rights Policy

Toll Brothers and its employees are committed to respecting international principles of human rights in accordance with the UN Guiding Principles on Business and Human Rights and the UN Declaration of Human Rights. This commitment is embodied in our Code of Ethics and Business Conduct and other company policies, including but not limited to a broad Equal Employment Opportunity policy.

Ethical Conduct

As a part of this commitment, all employees regularly receive training on Toll Brothers Code of Ethics and Business Conduct and Preventing Workplace Harassment policies. All vendors, suppliers, partners and subcontractors are required to commit to following all national and local laws as well as adhere to Toll Brothers Code of Ethics and Business Conduct policies. We take steps to assure that they understand the standards that we apply to ourselves and expect from those who do business with Toll Brothers.

Workplace Diversity and Respect

We are committed to building a diverse workforce where all employees of all backgrounds are welcomed and treated with fairness, dignity and respect, and this is reflected in our broad Equal Employment Opportunity policy. Toll Brothers does not discriminate in hiring, promotions, salary, or any other terms or conditions of employment based on gender, race, color, religion, national origin, ancestry, age, medical condition, marital status, familial status, physical or mental disability, sexual orientation, transgender, gender identity or expression, genetic information, or any other legally protected status. We do not tolerate any form of harassment. We abide by employment laws including those that address equal pay and nondiscrimination in our workforce. We respect the special needs of individual employees, including those who are pregnant or are returning to work after childbirth, and we respect employees' rights to privacy of their personal information.

Labor, Health and Safety

Toll Brothers is committed to providing a safe and healthy work environment and treating our employees fairly. We regularly educate our employees in the standards of behavior, policies and procedures that set forth the ethical manner in which we conduct business. We manage our jobsites in compliance with all applicable health and safety regulations and laws, plus our own quality and construction standards which may exceed that which is lawfully required.

We prohibit the use of forced, bonded, indentured or involuntary prison labor and are opposed to all forms of slavery and human trafficking. We only employ workers who meet minimum age

requirements in accordance with the Fair Labor Standards Act and any other local and state requirements. We believe that every worker has a right to a fair and living wage. We set work hours to comply with local law and we comply with applicable wage laws, regulations, and relevant collective bargaining agreements, including those relating to minimum wages, overtime hours and legally mandated benefits. We respect our employees' voluntary freedom of association, including their right to organize and bargain collectively in a manner that is legally compliant.

Sustainability

We believe we play an important role in building a sustainable future for our employees and the communities in which we live and operate. Toll Brothers operates in an environmentally responsible manner, in compliance of all environmental regulations, and as a responsible steward for all our stakeholders. We take pride in preserving open space in our communities and believe that healthy, natural environments are key to long-term sustainable communities. We identify and manage potentially hazardous materials used in our operations to ensure safe handling, movement, storage, recycling or reuse, and disposal of such materials. We believe access to clean water is a fundamental human right. We monitor, treat, and control air emissions, wastewater and waste as required prior to discharge or disposal. All manufacturing facilities are compliant with applicable laws, regulations and contract requirements.

Oversight for this Human Rights Policy resides with our Board of Directors.