

CORPORATE SOCIAL RESPONSIBILITY POLICY

At Invitation Homes, we are committed to our mission statement, “Together with you, we make a house a home.” The way we carry out that mission on a daily basis is reflected in our company’s core values: Unshakeable Integrity, Genuine Care, Continuous Excellence, and Standout Citizenship. In alignment with our Code of Business Conduct and Ethics, Invitation Homes is committed to conducting our business ethically, legally, and in a manner that is fiscally, environmentally, and socially responsible, while creating a better way to live—for our residents, our associates, our stockholders, the communities in which we do business, and our planet at large.

This Policy applies to all activities undertaken by or on behalf of Invitation Homes and its subsidiaries anywhere we operate. All Invitation Homes associates shall adopt the corporate social responsibility considerations described in this policy into their day-to-day work activities. Company leaders shall act as role models by incorporating these considerations into decision-making in all business activities and ensuring that appropriate organizational structures are in place to effectively identify, monitor, and manage corporate social responsibility issues and performance relevant to our businesses.

This Policy encompasses the following areas that reflect existing and emerging standards of corporate social responsibility:

Community Engagement

Invitation Homes is committed to serving our communities and recognizing those who improve our neighborhoods. The company’s mission, “Together with you, we make a house a home,” reflects our commitment to continuously enhancing residents’ living experiences and their communities. Invitation Homes will:

- Engage, listen, and work with our Residents in a timely, respectful, and meaningful way.
- Strive to be a standout corporate citizen and a good neighbor by contributing to the well-being of the communities where we live and operate, while recognizing their differing priorities and needs.
- Encourage and support associate volunteer activities and participation in charitable giving, including an associate volunteer program and giving campaigns.
- Ensure information about our community engagement programs is readily accessible.
- Align our community engagement programs with our business strategic initiatives and corporate objectives.
- Communicate openly and regularly with all stakeholders.

Associate Engagement

Invitation Homes is committed to ensuring that all associates are treated fairly, with dignity, and with consideration for their goals and aspirations, and that diversity in the workplace is embraced throughout the Company. Invitation Homes shall:

- Make employment decisions (e.g., hiring, promotions, terminations) without regard for a person's race, ethnicity, color, religion, sex, national origin, sexual orientation or gender identity, pregnancy, age, disability, military status, or any other status protected by law.
- Provide equal opportunity in all aspects of employment. Invitation Homes shall not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, and/or harassment.
- Commit to investing in our associates by providing development opportunities that are aligned with individual and organizational needs and that are focused on growing knowledge and skills in leadership, team, and interpersonal effectiveness.
- Provide market competitive benefits, programs, and practices to recruit, develop, and retain the innovative people required to execute our business priorities today and in the future.
- Provide workplace wellness initiatives such as wellness challenges and onsite health and wellness services.
- Establish reasonable standards of performance, supply the necessary tools and resources to enable our associates to carry out their responsibilities, and apply job performance standards and workplace practices and policies in a consistent manner.
- Maintain a positive and consistent approach to managing and improving our associates' performance and intervene when unacceptable behavior and/or performance occurs.
- Respond to our associates' needs through proactive engagement and through policies and programs that reflect industry best practices.

Health and Safety

Invitation Homes is committed to protecting the health and safety of all individuals affected by our activities, including establishing workplace practices and behaviors to prevent injuries and ensuring our homes are safe and healthy for our residents.

Human Rights

Invitation Homes is committed to the protection and advancement of human rights and to ensuring that our operations function with integrity. Invitation Homes shall:

- Prohibit the use of child labor, in accordance with International Labour Organization (ILO) Convention 138.
- Reject the use of forced labor in all its forms, including prison or debt bondage labor, trafficking, and the lodging of deposits or identity papers by employers or outside recruiters.
- Forbid any form of corporal punishment, mental or physical coercion, or verbal abuse.
- Prohibit corruption in all its forms, including extortion and bribery.

Corporate Governance and Ethics

Invitation Homes is committed to upholding sound corporate governance practices and the highest ethical standards. Invitation Homes shall:

- Maintain high standards of integrity and corporate governance practices in order to maintain excellence in our daily operations and promote confidence in our governance systems.
- Closely monitor leading corporate governance practices and assess any need for changes to Invitation Homes' practices.
- Comply with or exceed requirements under laws, regulations, and industry standards applicable to our business activities.
- Conduct business in an open, honest, and ethical manner, as outlined in our Code of Business Conduct and Ethics.
- Integrate corporate responsibility in our business planning and decision-making processes and monitor and measure our corporate responsibility performance.

We believe it is critically important to maintain a corporate culture that demands integrity and reflects ethical values. The Invitation Homes Code of Business Conduct and Ethics is a tool that provides guidance as we collaborate to accomplish our goals together, while holding ourselves individually responsible for our work and accountable for our actions. All associates are required to complete Code of Business Conduct and Ethics training annually.

Environment

Invitation Homes is committed to creating a better way to live and being a force for positive change while maintaining efforts that make our company more innovative and our processes more sustainable. Protecting the environment is critically important to us, and our corporate responsibility initiatives help limit the company's carbon footprint and the environmental impact of our homes. Invitation Homes shall:

- Provide residents with opportunities to monitor and manage their household energy consumption, using Smart Home technology.
- Encourage and support associate initiatives such as community recycling programs and environmental awareness campaigns.
- Establish reasonable standards of performance for the products we use. This includes making use of energy-efficient lighting and appliances, low water flow bathroom fixtures, low volatile organic compound (VOC) flooring and materials, and green cleaning products.
- Consider sustainable practices and procedures when engaging with vendors and managing the company's supply chain.
- Integrate the concepts of pollution prevention, biodiversity, and resource conservation into our business decision-making.

Associates may confidentially report any concerns about violations of or misconduct related to this Policy through the internal channels outlined in the company's [Code of Business Conduct and Ethics](#). External stakeholders may submit concerns related to this Policy via the [Reporting of Concerns Regarding Accounting and Other Matters](#).