



Griffon Corporation's ESG Policy

Griffon will be a global leader in considering and implementing environmental, social, and governance (ESG) principles.

We will collect metrics measuring our progress, set goals, and periodically report on our progress in meeting those goals. This is consistent with Griffon's business interests and Code of Business Conduct and Ethics. We will ensure that our business partners share the same goals by applying this policy through our Supplier Code of Conduct (the Code). We will audit our priority suppliers for compliance with the Code.

Specifically, we commit to the following:

Sustainability

We will strive to conserve natural resources and minimize or eliminate adverse Environmental Health and Safety (EHS) aspects and hazards associated with our products, services, and operations, focusing on creating value for internal and external stakeholders.

Employees

Our goal is to provide a zero-harm workplace that prevents injuries and illnesses and promotes health and respect for the environment. We will ensure through training that our employees have the awareness, skills, and knowledge to carry out this policy. We recognize the value of diversity and inclusion and will strive to consider diversity and inclusion in our hiring and advancement decisions.

Compliance

We will meet all applicable laws and Griffon requirements for ESG.

Human Rights, Human Trafficking, and Economic Inclusion

We will never use or tolerate the use of human trafficking, forced labor, or child labor, as defined by the International Labour Organization (ILO), and will require the same performance from our suppliers. Griffon supply chain personnel will be trained in these areas. Griffon recognizes the right of free, prior and informed consent, and expects its suppliers to recognize this right.

Business Integration

We will integrate ESG considerations into our business activities. Our Board of Directors has implemented a program to consider ESG performance in the compensation of our top officers.

Customers

We will work with our customers to help them address their ESG needs.

Suppliers and Contractors

Our suppliers will be expected to meet the same standards for ESG through Griffon's Supplier Code of Conduct.

Community and Government

We will participate in community and government ESG initiatives. Our ESG program will also include charitable giving of dollars and time to improve our communities.

Continuous Improvement

We commit to continuous improvement in Griffon and supplier ESG performance.

Governance

Griffon will consider ESG principles in its Board of Directors composition and functions, Code of Business Conduct and Ethics, and risk evaluation.

United Nations Global Compact Sustainable Development Goals

We are a signatory to the United Nations Global Compact. We will consider the 17 Sustainable Development Goals as a part of our company's strategy, culture, and day-to-day operations. The Sustainable Development Goals are:

[GOAL 1: No Poverty](#)

[GOAL 2: Zero Hunger](#)

[GOAL 3: Good Health and Well-being](#)

[GOAL 4: Quality Education](#)

[GOAL 5: Gender Equality](#)

[GOAL 6: Clean Water and Sanitation](#)

[GOAL 7: Affordable and Clean Energy](#)

[GOAL 8: Decent Work and Economic Growth](#)

[GOAL 9: Industry, Innovation and Infrastructure](#)

[GOAL 10: Reduced Inequality](#)

[GOAL 11: Sustainable Cities and Communities](#)

[GOAL 12: Responsible Consumption and Production](#)

[GOAL 13: Climate Action](#)

[GOAL 14: Life Below Water](#)

[GOAL 15: Life on Land](#)

[GOAL 16: Peace and Justice Strong Institutions](#)

[GOAL 17: Partnerships to Achieve the Goal](#)

Griffon's ESG program will be coordinated by the Griffon Vice President, Sustainability. Program oversight will be provided by the ESG Management Oversight Committee, consisting of the Griffon Chief Operating Officer, Chief Financial Officer, General Counsel and VP, Corporate Strategy and Development and the Presidents of our two operating segments. The ESG Management Oversight Committee will report to the Board of Directors, who will be responsible for the Griffon ESG Program.

Compliance with this policy is the responsibility of every employee.
