



Frontdoor Human Rights Policy

This Human Rights Policy of Frontdoor, Inc. describes Frontdoor's respect for human rights. Respect for human rights plays a vital role in upholding our foundational principles for Frontdoor such as our House Rules for our employees and other stakeholders, and we are committed to the protection and advancement of human rights in the communities we serve.

The standards outlined in this Policy align with human rights standards advanced by the Universal Declaration of Human Rights, 1948 ("UDHR"). This Policy works in conjunction with and is mutually supportive of our Code of Conduct. We understand that local laws or regulations may result in some degree of variation in interpretation and application of this Policy, but Frontdoor believes that the basic tenets set forth below should serve as our minimum standards on human rights.

I. Fulfilling Our Human Rights Commitment

Diversity and Inclusion

Diversity and inclusion empowers us to achieve more together than we could individually, and fosters innovation and transformation. Not only should we represent the communities we serve, but bringing together talented people of diverse backgrounds, ages, races, genders, religions and life experiences helps us innovate and disrupt the status quo. In an inclusive environment, employees are comfortable bringing their whole self to work, and we all benefit from a variety of unique insights that enable us to be better at solving our customers' problems.

Harassment

We believe everyone deserves respect and a workplace that's free from harassment. Harassment is defined as any unwelcome conduct that creates a hostile work environment. Harassment includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as making unwanted sexual advances and requests for sexual favors in relation to or in interference with an individual's employment or work performance.

Discrimination

We are committed to creating and maintaining a positive and professional work

environment for our employees, where everyone is treated with respect and dignity. We will not tolerate discrimination in any form that demonstrates hostility toward an individual because of their race, color, religion, sex (gender), age, national origin, ancestry, pregnancy status, childbirth or medical condition related to pregnancy or childbirth, familial status, marital status, sexual orientation, gender identity or expression, protected veteran or military status, medical condition or disability, genetic information, or any other status protected by the laws or regulations in the locations where we operate.

Workplace Health and Safety

We commit to meet or exceed industry standards and adapt to industry changes and advancements in health and safety. Furthermore, we will comply with all applicable safety and health laws and regulations. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Fair Labor Practices

We comply with laws protecting freedom of association, consultation, and collective bargaining. We are committed to living up to the values and ideals codified in our House Rules. Notably, we commit to transparent leadership that helps to build trust with our employees. We value each employee, and we seek to directly address any concerns they may have. We encourage open communication lines through multiple venues, and we believe in our ability to find win/win solutions to help Frontdoor and its employees prosper together.

Child Labor

We will not tolerate any form of exploitative child labor in keeping with the core labor standards of the UDHR. We also comply with all applicable local, state and national laws regarding the employment of minors. In those situations where we may legally employ minors, we will ensure that their job does not interfere with their educational opportunities.

Forced Labor

We will not engage in indentured, slave, or any other involuntary labor in keeping with the UDHR. We believe that forced labor, human trafficking, and slavery are among the worst forms of human exploitation found in today's labor markets, and we will ensure they are never tolerated within our organization.

Compensation (Equity)

We compensate our employees fairly relative to the industry and the local market. We also monitor our compensation and benefits program to ensure they are compliant with all applicable laws.

Vendors, Suppliers and Business Partners

We expect our contractors, vendors, suppliers and business partners to share our commitment to respect human rights. We conduct due diligence and screen contractors, vendors, suppliers, and business partners as appropriate to ensure they are following applicable labor laws, and we do not knowingly engage with business entities that violate labor and human rights laws.

II. Guidance and Reporting for Employees

We are committed to ensuring that all employees are aware of this Policy. Any employee who has a question about application of this Policy or believes that a violation may have occurred may seek guidance from our Legal Department or file a confidential report with his or her local management, the People team, or the Legal Department. Employees may also confidentially reach out to the Ethics Helpline via the web at frontdoor.ethicspoint.com or via phone at 844-479-8675 (in India call, 000-800-919-0959).

III. Administration

Frontdoor's Environmental, Social and Governance Committee (the ESG Committee") is responsible for the implementation and oversight of this Policy. The ESG Committee, which is comprised of cross-functional leadership, including our Chief Executive Officer, meets regularly to review Frontdoor's compliance with this Policy. In the event of a conflict or inconsistency between the terms and provisions of this Policy and the provisions of the Frontdoorour Code of Conduct, the Code of Conduct shall govern and control.