



# MYR GROUP INC.

## Human Rights Policy

### Introduction

MYR Group Inc. and its subsidiaries (collectively, “we,” “our” or the “Companies”) will conduct business in accordance with all applicable laws, rules, and regulations as well as in accordance with MYR Group’s Code of Business Conduct and Ethics (the “Code of Ethics”). The Companies are also committed to the highest standards of ethical business conduct and sustainable business practices. Our mission, vision and values have provided the foundation for how we conduct ourselves in the communities we live and serve.

As our mission, vision and values guide us to make the right investments in our people and business for the long-term, MYR Group Inc.’s Board of Directors has adopted this Enterprise Level Human Rights Policy (this “Policy”) to further strengthen our commitment to standards for human rights for the employees, officers, and directors of MYR Group Inc. and its subsidiary companies as well as the employees of our suppliers, subcontractors, agents, vendors, and partners (collectively, our “Partners”).

**Our Mission.** To provide superior specialty contracting services by creating mutually rewarding relationships in a safe, inspiring and open environment.

**Our Vision.** Creating connections that empower people.

**Our Values.** The following values guide and inspire us, and help to shape our behavior and culture:

- Safety
- Respect
- Responsiveness
- Creativity
- Integrity
- Initiative
- Teamwork

Our employees, officers and directors as well as our Partners are required to conduct themselves in accordance with this Policy, the Code of Ethics, our Vendor Code of Conduct (the “Vendor Code”), internal policies, and applicable laws wherever we operate. This Policy also considers applicable principles including the United Nations (“UN”) Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, and Organization for Economic Co-operation and Development’s (“OECD’s”) Guidelines for Multinational Enterprises.

Any violations of this Policy by a Partner may jeopardize the Partner’s relationship with our Companies, up to and including termination. Partners are expected to take appropriate actions to require their suppliers, subcontractors, agents, vendors, and partners to follow this Policy when providing goods or services to our Companies.

### Respect for Human Rights

We respect human rights. We believe sustainable and responsible business behavior begins with treating all individuals with dignity and respect.



## **Fair Treatment**

Our employees are critical to our success. Accordingly, we must fairly treat our employees and those of our Partners. We adhere to all relevant labor and employment laws and expect our Partners to do so as well. Without limiting the foregoing, we and our Partners shall:

- Treat all employees on the basis of merit, qualifications, and competence without regard to gender, race, ethnicity, color, religion, national origin, ancestry, age, marital status, physical or mental disability, sexual orientation, gender identity, military service member or veteran status, or any other protected class; and
- Not engage in physical discipline, physical abuse, sexual or other harassment, verbal abuse or other forms of intimidation.

## **Hours of Labor**

The working hours of our employees and our Partners' employees must be reasonable and we may not require workers to work more than the maximum hours of daily labor set by applicable law or, in the absence of such laws, with international labor standards. Overtime must be paid in accordance with all applicable laws and regulations.

## **Fair Compensation**

We compensate employees fairly relative to the industry, the local labor market and in accordance with all applicable laws and regulations.

## **Forced Labor and Child Labor**

We maintain zero tolerance for child labor, forced labor, or any time of modern slavery including but not limited to human trafficking, involuntary servitude, or debt bondage. Our Companies and Partners must ensure that all work is voluntary and on freely agreed upon terms.

The employees of our Companies and our Partners must have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual or verbal abuse.

## **Diversity and Inclusion**

We believe a diverse workforce provides a range of perspective, skills and experiences that will help us meet the challenges in our rapidly changing industries. We promote diversity in recruiting and hiring employees and in the selection and utilization of subcontractors and suppliers. We are dedicated to fair consideration of all subcontractors and suppliers in our procurement of materials, equipment and services.

It is important to not only embrace a diverse workforce, but all of our employees and Partners must protect the rights of certain populations that be more vulnerable to human rights abuses, including women, children, minorities and LGBTQ+ individuals.

## **Collective Bargaining and Freedom of Association**

We respect the rights of employees to freely associate and collectively bargain.



## **Safe and Healthy Work Environment**

Our health and safety rules and procedures are designed to provide a safe and healthy work environment and to meet applicable health and safety laws. As safety is our core value, we are fully committed to the safety, health and well-being of our employees and stakeholders. In addition to our health and safety programs and practices, our Companies and Partners are required to:

- Be aware of our Companies' health and safety rules, diligently follow the rules, and encourage others to do the same;
- Comply with all relevant health and safety laws and regulations as well as industry requirements;
- Ensure that all employees are qualified and equipped to perform activities safely;
- Provide adequate tools, equipment and training to ensure that all personnel understand and properly exercise safety practices and procedures; and
- Immediately report any unsafe situations or activities to a supervisor or a safety representative.

## **Reporting of Possible Violations**

If any employee knows, or has reason to believe, that a violation of this Policy has occurred must report that violation as provided below and in the Code of Ethics. We also expects each of our Partners to report any suspected misconduct, whether or not the concern involves the Partner, by contacting one of our representatives or to report the concern anonymously to our anonymous incident reporting system, MYRlistens, by calling (800).461.9330, texting (618) 266.2655, or logging-on at [www.MYRlistens.com](http://www.MYRlistens.com)), seven days a week, 24 hours a day.

We ask our stakeholders, including our customers and members of the communities in which we operate, to play a role in ensuring the effectiveness of this Policy by providing feedback on the guidelines set forth in this Policy and by reporting if there is any reason to believe that any of our Companies' employees or Partners have violated this Policy or any applicable law, rule or regulation, or otherwise engaged in unethical behavior.

## **No Third-Party Beneficiaries**

This Policy does not confer, and shall not be deemed to confer, any rights on the part of any third party. No employee, Partner or any other person shall have any rights against our Companies by virtue of this Policy, nor shall such employees, representatives or other persons have any rights to cause our Companies to enforce any provisions of this Policy, such decisions being reserved by our Companies in their sole discretion.

## **Accountability**

MYR Group Inc.'s Nominating, Environmental, Social, and Governance Committee of the Board of Directors has overall responsibility for oversight of this policy and will conduct a periodic review. MYR Group Inc.'s senior leadership is responsible for implementing the principles of this policy.

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