



**Everus Construction Group Policy No. LEGAL-88**  
**HUMAN RIGHTS POLICY**  
**Effective Date: November 1, 2024**

**PURPOSE**

The purpose of this policy is for Everus Construction Group, Inc. (Everus) to endeavor to conduct its business operations in a way that promotes the health and safety of its employees and neighbors, safeguards the environment, creates a sustainable positive impact in the communities where it operates, and respects human rights and dignity of all people. We strive to be a safety leader in our industries, a good corporate citizen, and a great employer. These commitments are aligned with and embodied in our Leading with Integrity Guide - our integrity code and legal compliance guide which require that our businesses be conducted with honesty and integrity and in full compliance with all applicable laws and which includes provisions on salient human rights such as non-discrimination and freedom from harassment.

**SCOPE**

This policy covers all employees of Everus and all subsidiaries and entities directly or indirectly majority-owned by Everus.

**DEFINITIONS**

Company is defined as Everus Construction Group, Inc., its divisions, its subsidiaries and entities directly or indirectly majority-owned by Everus.

**POLICY STATEMENT**

While governments have the primary role of protecting human rights, we have a responsibility to respect human rights and can have a positive impact in the communities where we operate. We support, and our conduct is consistent with, the spirit and intent of the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, where applicable to business.

We respect human rights in the following ways:

- **Employees** – We treat all our employees with respect and dignity and promote diversity in the workplace. We provide equal employment opportunities to all employees and job applicants regardless of age, race, color, gender, religion, sexual orientation, gender identity, national origin, disability, veteran status, or any other personal characteristics determined to be a protected category under applicable law.

Everus strives to adhere to all applicable laws and the ILO principles concerning freedom of association and collective bargaining, nondiscrimination, forced labor and human trafficking, and underage workers in the workplace. We will not tolerate any form of harassment, including sexual harassment of an employee or employment candidate.

We respect the right of our employees to join, form, or not to join a labor union consistent with applicable organizing law without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representative and bargaining in good faith.

We compensate employees competitively with wages and benefits relative to industry and local labor markets, and in accordance with applicable collective bargaining agreements. We work to ensure compliance with applicable wage, work hours, overtime, and benefits laws.

- **Safe and Secure Workplace** – The safety and health of our employees is of primary importance. We are committed to providing a safe, healthy, and productive workplace free of violence and other unsafe or disruptive conditions, and to comply with applicable safety and health laws and regulations. We protect personnel and assets and provide a secure environment in which business operations can be successfully conducted.
- **Community** – We support socioeconomic development in the communities where we operate through our contributions. We will respect the rights of people in communities where we operate and seek to identify human rights adversely impacted by our operations and take appropriate action to avoid, minimize, or mitigate them.

We will work to embed human rights into our environmental and social impact assessments as appropriate. While meeting legal requirements, we will engage in ongoing, proactive two-way communications with communities and knowledgeable stakeholders, and consult with those affected, including indigenous people, where possible and appropriate.

- **Suppliers** – We encourage our suppliers and contractors to treat their employees and to interact with communities in a manner that respects human rights and is consistent with the spirit and intent of this policy.

It is every employee’s responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, and aligned with the Human Rights policy. If any employee believes that someone is violating the Human Rights Policy and/or the law, they should report it immediately to their manager, human resources representative, an Everus executive, or through ‘® which allows reporting anonymously. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy in good faith.

## **ADMINISTRATION**

The Vice President, Chief Legal Officer, and Secretary has responsibility for the overall administration of this policy. Establishment and implementation of procedures to administer the policy are the responsibility of Everus and its subsidiaries.

Reviewed:     /s/ Paul R. Sanderson      
Paul R. Sanderson  
Vice President, Chief Legal Officer, and  
Secretary

Approved:     /s/ Jeffrey S. Thiede      
Jeffrey S. Thiede  
President and Chief Executive Officer