



MYR GROUP INC.

Occupational Health and Safety Policy

Introduction

MYR Group Inc., and its subsidiaries (collectively, “we,” “our” or the “Companies”) are committed to maintaining a safe workplace that complies with all federal, state, and local health and safety laws. Accordingly, we have adopted the following workplace health and safety guidelines.

Scope

This policy applies to all facilities and operations.

Guidelines

Compliance - The Companies expect employees to work in a safe manner that does not endanger themselves, their co-workers, or others at the workplace. Employees who are unable or unwilling to complete their job duties safely are not permitted to work for the Companies. Employees must comply with all applicable workplace safety and health laws and our policies and procedures, including, but not limited to, rules governing the use of safety equipment and personal protective equipment.

Reports of Work-related Injuries and Illnesses - Employees must immediately report all work-related injuries and illnesses to a supervisor, no matter how minor the injury or illness appears. If the nature of the injury or illness causes the employee to be unable to make an immediate report, the employee should make the report to a supervisor as soon as practicable under the circumstances. Employees who witness another employee’s work-related injury or illness must immediately report that injury or illness to a supervisor.

Cooperation with Investigations - Employees must cooperate with all investigations into workplace injuries and illnesses conducted by the Companies and/or appropriate enforcement agencies. Employees must comply with all lawful requests for information relating to these investigations.

Reports of Unsafe Conditions - Employees must immediately report any unsafe workplace conditions or near-miss incidents that they experience or witness to a supervisor. Where possible, such reports should be in writing. Examples of conditions that must be reported include, but are not limited to, an employee not wearing proper protective equipment, a close-call (i.e., an injury that almost occurred but did not), or equipment that is not functioning properly.

Violations - Employees who fail to immediately report work-related injuries and illnesses, engage in conduct that violates this policy or applicable law, or that otherwise endangers the health and safety of the Company’s employees, customers, vendors, or others in the workplace will be subject to discipline, up to and including termination of employment.

Non-discrimination Statement - The Companies will not discharge or otherwise discriminate against employees for reporting work-related injuries or illnesses. The Companies prohibit retaliation against an employee because the employee has reported a health or safety concern, a work-related injury or illness, or a violation of a health and safety law, or because the employee cooperated with a related investigation or proceeding.