



# MYR GROUP INC.

## Vendor Code of Conduct

### 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 stakeholders including our clients, employees, stockholders and communities rely on us to work with suppliers, subcontractors, agents, vendors, partners and other third parties (collectively, “You” or our “Partners”) who share these same fundamental values.

We expect our Partners to comply with all applicable laws, rules and regulations. Also, the same workforce policy standards reflected in our Code of Conduct and our Occupational Health and Safety policy apply to our suppliers and vendors as well. Additionally, to ensure business integrity across our projects, we insist that you comply with all business principles set forth in MYR Group’s Vendor Code of Conduct (the “Vendor Code”). This document outlines our expectations when partnering with our Companies. All of our Partners are expected to understand and comply with these expectations and, in turn, to expect the same from your own suppliers and subcontractors in any business dealing with our Companies.

Any violations of this Vendor Code 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.

### Ethics

As our Partners, you are expected to:

- not discriminate based on 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 protected class;
- prohibit harassment, threats of violence, intimidation and/or coercion of any kind;
- prohibit the use or possession of any drugs or illegal contraband on our premises or on work sites;
- promote an inclusive and diverse work environment; and
- respect and protect the privacy of our Companies, employees, clients and Partners.

### Safety and Health

We are committed to the health and safety of our people and communities where we work, and expect the same of our Partners. You must provide a safe and healthy work environment and meet applicable health and safety laws when working on any of our projects. The commitment to health and safety is essential to our relationship. We require that you conduct ongoing work observations in order to proactively identify and adjust any situation that may result in an undesired event. If unsafe conditions or behaviors are encountered, you must stop all related work activities and notify us of such condition or behavior immediately. We require that those work activities do not commence until an investigation has been completed and all necessary corrective actions have been fully communicated and effectively implemented.



## **Fair Competition**

Our Companies deal honestly and fairly when we compete for business. As our Partner, you are expected:

- operate at the highest level of integrity, even in the midst of fierce competition;
- comply with all antitrust and competition laws;
- comply with all trade and export control laws that apply to your work; and
- never use illegal or unethical means to obtain information about other companies.

## **Conflicts of Interest**

When partnering with our Companies, avoid conflicts of interest that can occur when organizational or personal interests interfere with your performance or compromise the best interest of our Companies, clients and Partners. Any situation that creates or appears to create a conflict is prohibited unless it has been properly disclosed and we have granted approval. If a conflict of interest arises and you do not promptly disclose it, it could negatively affect our relationship and may cause disqualification from future business opportunities.

## **Corruption**

We maintain a zero-tolerance policy towards bribery and corruption. Our Partners must comply with the U.S. Foreign Corrupt Practices Act and the Canadian Corruption of Foreign Public Officials Act.

When working with our Companies, you are strictly prohibited from directly or indirectly offering, making, promising, or authorizing anything of value for an improper purpose, which includes but is not limited to payments to foreign officials. Our Partners must obtain all required approvals from us prior to dealing with foreign officials and maintain books and records in complete and reasonable detail with effective internal controls.

## **Gifts and Entertainment**

We select products and services on the basis of price, quality and service, and expect our Partners to purchase services on the same basis. All business transactions should be impartial, objective, and free of outside influence. It is our policy that no gift, favor, or form of entertainment should be accepted or given if it obligates, or appears to obligate the recipient, or if it might be perceived as an attempt to influence fair judgment.

## **Worker Welfare**

We respect and protect the rights of everyone that works on our projects. As our Partners, you are expected to comply with our Human Rights policy, specifically:

- provide a living wage to all employees;
- maintain zero tolerance for child labor or any forced labor, including but not limited to human trafficking;
- protect the rights of women, minorities and indigenous groups (including the guarantee of free, prior and informed consent);
- provide working hours to employees that are reasonable and not require workers to work more than the maximum hours of daily labor set by applicable law;
- comply with the labor standards set forth by the International Labour Organization (“ILO”); and
- respect the rights of employees to freely associate and collectively bargain.



## **Environment**

Our Companies continually makes efforts to eliminate and or reduce our environmental impact and look to our Partners to do the same by complying with our Environmental Policy. We review your environmental reputation and performance history as part of our evaluation process. We adhere to our clients' environmental standards and expect our Partners to meet these same standards, as well as all applicable environmental laws and regulations.

## **Conflict Minerals**

We are committed to responsible sourcing of materials used in our services. We expect our Partners to take steps to determine if their products contain conflict minerals. If your products include these conflict minerals, you must notify us immediately. In such event, we expect you to implement a supply chain due diligence process similar to the framework established by the Organization for Economic Cooperation and Development (OECD) to identify the sources of these conflict minerals.

## **Government Work**

Our Partners who work with us on projects where government entities or agencies are involved are expected to follow any special rules that apply.

## **Security**

We expect that you will employ adequate internal controls and information security measures for your computer systems, portable electronic devices, laptops, and other storage devices to ensure the protection and confidentiality of information from our Companies, clients and Partners. We require that you conduct your business in a secure manner and implement reasonable measures for minimizing exposure of our Companies, clients and Partners to security threats such as terrorism and crime.

We require that you store our information and our clients' confidential information on secured devices with adequate protection. In the event you become aware of a possible data security breach involving our Companies, our clients or our Partners, you must report it immediately to one of our Company representatives.

## **Publicity and Marketing**

Any marketing materials, press releases, or media interviews that include a reference to our Companies, clients, Partners or our working relationship must be approved by one of our Company representatives prior to use or publication.

## **Recordkeeping and Right to Audit**

We require you keep accurate, complete, fair and appropriate records and maintain internal controls at all times. We reserve the right to periodically audit your records, at our own cost and upon reasonable notice, to ensure your compliance with our Vendor Code. If you fail to comply with our Vendor Code, we may take action which could include suspension or termination of our relationship.

## **Reporting**

Our Partners are encouraged to report any suspected misconduct, whether or not the concern involves the Partner, by contacting one of our Company representatives or by 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.

### **No Third-Party Beneficiaries**

This Vendor Code 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 Vendor Code, nor shall such employees, representatives or other persons have any rights to cause our Companies to enforce any provisions of this Vendor Code, such decisions being reserved by our Companies in their sole discretion.

The Code of Conduct and Occupational Health and Safety Policy referenced above can be found at: <https://investor.mygroup.com/corporate-governance/governance-documents>

Amended: March, 2023