



**Primoris Services Corporation
Diversity and Inclusion Committee Charter
August 2020**

Purpose

Primoris Services Corporation believes diversity is not just a social justice issue; it is connected to broader, business-driven goals and essential to operational and financial improvement. The purpose of the PSC Diversity and Inclusion Committee is to help the company's executive team assess the effectiveness of current policies, as well as recruiting and hiring practices, and introduce reform when needed. The Committee will promote awareness of diversity and inclusion issues and bring ideas to the team and the executive sponsor in support of company-wide efforts to build a more inclusive and diverse workplace.

Throughout the remainder of 2020 and into 2021 the D&I Committee will identify and advance efforts that aim to create and foster a workplace that is reflective of, and contributes to, the diverse communities in which we do business.

Chair & Executive Sponsor

The Diversity and Inclusion Committee will be sponsored and chaired by a senior company executive who acts as facilitator to the committee and serves to sponsor and communicate team efforts and ideas to PSC Senior Executives.

Membership

The Diversity and Inclusion Committee will consist of no more than 12 member volunteers, whose make-up should reflect the diversity of our staff across the company.

Meeting Frequency

The D&I Committee will be convened at least monthly by the Executive Sponsor, who will prepare an agenda prior to each meeting. Additional D&I meetings will be held as necessary, depending on efforts, events and/or activities.

Authority

The PSC Diversity and Inclusion Committee has no authority of its own to make policy but rather, serves to provide advice and guidance to the Executive Sponsor and PSC Senior Executives.