

Primoris Services Corporation Human Rights Policy

Primoris Services Corporation (“Primoris”, “PSC” or the “Company”) understands that long-term success starts with the Company’s value system and a principled approach to doing business. This Human Rights Policy (“HRP”) strives to make clear how Primoris supports human rights and the dignity of all its employees, business partners and affiliates throughout its operations in the United States and Canada. The concepts in this HRP are generally derived from the Primoris Code of Conduct that incorporates the local laws and statutory requirements as related to human rights where we do business. The HRP is designed to uphold the labor laws of the United States and Canada, as well as, align with the core elements of the United Nations Declaration of Human Rights and the International Labor Organization (ILO) Declaration of Fundamental Principles and Rights to Work.

The Primoris Code of Conduct is made public on our website and defines the values, principles, policies, and practices that underpins this HRP. In matters of human rights, every employee has the responsibility to assist the Company to ensure compliance.

Scope

This HRP applies to all directors, officers, and employees of the Company, including its subsidiaries and affiliates.

Respect for Human Rights

The Company is committed to protecting the rights of everyone working for and with PSC. Primoris appreciates the contributions of every member of our team and maintains a workplace where employees are treated with dignity and respect and free from harassment and unlawful discrimination.

Primoris believes diversity is a strength and not just a social justice issue; it is connected to broader, business-driven goals and essential to operational improvement. The Company respects what each individual brings to our team, including background, education, experience, gender, race, ethnicity, working and thinking styles, sex, sexual orientation, gender identity and/or expression, veteran status, religious background, age, generation, disability, cultural expertise and technical skill.

Non-Discrimination and Harassment

Primoris recognizes that employees are its most valuable asset. Accordingly, employment-related decisions are not made on the basis of: race, color, age, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, citizenship status, physical or mental disability, marital status, genetics, veteran status, or any other characteristic protected by law. Employment-related decisions include hiring, promotions, transfers, recruitment, discipline, termination, compensation, and selection for training programs.

Freedom of Association / Right to Collective Bargaining

The Company is committed to respecting employees’ rights to freedom of association, including: the right to organize in accordance with national laws and practices, the right to engage in collective bargaining through representatives of their own choosing, the right of their chosen representatives to have reasonable access to employees in order to represent them, the right to engage in other protected activities and the right to refrain from certain activities.

Safe Operations and Environment

The Company is committed to providing a safe and secure workplace for employees. PSC provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, or other written communications as well as the Company's intranet. A safety advisory group has been established to assist in these activities and to facilitate effective communication between employees and management about workplace safety and health.

To further ensure a safe environment, the Company will not tolerate verbal or physical violence of any kind. The Company has established a strict policy that prohibits any employee from threatening or committing any act of violence in the workplace, while on duty, or while on Company-related business.

PSC complies and expects suppliers and other business partners to comply with laws that promote safe working conditions and individual security, laws prohibiting slave and forced labor, laws prohibiting child labor, and prohibitions on harassment and unlawful discrimination.

Non-Retaliation Commitment: Investigations and Consequences

Primoris is never tolerant of human rights abuses or any activities that cause or contribute to human rights abuses. The Company strives to apply consistent principles when conducting investigations. When a report is made, the information is forwarded to the proper resource for investigation and appropriate next steps are taken. The Company will promptly, discreetly, and professionally follow up on any indication of a breach of the law or PSC's Code of Conduct.

Reporting Violations

Any concerns that employees, contractors, suppliers, vendors, or other business partners may not be meeting our standards for the respect of human rights should be reported. Employees may make a report directly to their supervisor, any member of the management team or a Human Resources representative. Any employee that feels the need to remain anonymous may submit a good faith report via PSC's Code of Conduct Tip Line, <https://www.lighthouse-services.com>, managed by Lighthouse Services, an independent third-party.

When any member of management is made aware of a potential human rights violation, they must immediately report the information to Human Resources or the Company's Chief Legal Officer.

Accountability

Primoris' senior leadership is responsible for implementing the principles of this HRP into its work planning and execution. Managers and supervisors are responsible for ensuring employees complete compliance training and understand the Primoris Code of Conduct that is the basis of this HRP.