

Human Rights Policy

PURPOSE

Quanta Services, Inc. and its subsidiaries and affiliates (collectively, “the Company”) is committed to respecting and promoting human rights for all its employees, affiliates, and partners, in accordance with the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and by the laws of the United States relating to human rights. The Company strives to maintain a work environment free of harassment and where people are treated fairly. This Policy establishes requirements, procedures, and expectations detailing how Company employees can help achieve these objectives.

SCOPE

This Policy applies to officers, Board of Directors, and all employees of the Company.

RESPONSIBILITY

Employees are responsible for complying with the requirements and expectations of this Policy.

Directors, managers, and supervisors are expected to ensure a working environment where people are treated with respect and dignity.

The Executive Leadership of the Company will be responsible for the dissemination of this Policy. The Human Resources department is responsible for overall compliance and will maintain records in compliance with applicable laws and regulations.

The Company will conduct a prompt, thorough, and impartial investigation of all complaints or reports of conduct that potentially violate this policy. Upon conclusion of its investigation, the Company will recommend and take appropriate action to address any adverse impacts through appropriate processes.

Company employees shall encourage employees of clients, contractors, suppliers/vendors, or other individuals visiting or working with and among Company employees to comply with the principles of this Policy.

Company employees shall seek to make contractual commitments with suppliers that encourage suppliers to adhere to the same principles contained in this Policy.

EXPECTATIONS

The Company respects internationally recognized human rights, as set out in the International Bill of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work and governed by the laws of the United States relating to human rights.

The Company values diversity and inclusion within its workforce. Each employee shall conduct business in a manner that respects the rights and dignity of all people, in compliance with all

applicable legal requirements.

The Company shall not use forced or compulsory labor and shall comply with child labor laws across Company operations and value chain. The Company prohibits the use of any modern forms of slavery and any form of human trafficking.

The Company values at its core the safety of its employees. The Company will provide a safe workplace by complying with safety and health laws and regulations and immediately address any concerns as soon as they are identified.

The Company shall treat everyone who works for and with its subsidiaries and affiliates fairly and without discrimination. The Company's employees, contractors, and suppliers are entitled to work in an environment and under conditions that respect their rights and dignity.

The Company respects its employees' right to freedom of association. Employees have the right to organize in accordance with labor laws and practices, join associations, and bargain collectively, if they choose.

REPORTING VIOLATIONS

Any employee who experiences, witnesses, learns about, or has concerns regarding conduct that the employee believes in good faith may potentially violate this policy must report it immediately to his/her supervisor, any member of management to whom the employee feels comfortable making the report, or to a Human Resources Representative. Alternatively, an anonymous report may be made to the Ethics Helpline. Contact information for the Ethics Helpline can be found in the Company's Code of Conduct.

The Company encourages employees to make reports of potential violations of this policy without fear of reprisal or retaliation. The Company shall not retaliate against a person who reports what he/she believes in good faith to be a violation of this Policy, or who cooperates in an investigation of a potential violation of this Policy.

Supervisors or managers made aware of a potential violation of this Policy either through their own observation or a report from another individual are expected to report it immediately to a Human Resources Representative.

QUESTIONS AND ASSISTANCE

For questions or clarification on this Policy, please contact a Human Resources Representative.

Document History		
Date:	Author:	Reason For Change:
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November, 2022	S. Elliott	Revised