



## **Human Rights Policy Statement**

Atlas Technical Consultants, Inc. (“we” or “Atlas”) is a values-driven infrastructure and environmental solutions company centered around our core purpose of applying the values of mastery, life, trust and heart to improve sustainable infrastructure.

To support our core purpose and values, we are committed to conducting our business in a manner consistent with the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and the International Labor Organization’s (ILO’s) Fundamental Conventions; and to supporting and protecting fundamental human rights, including those of minority groups and women.

This Human Rights Policy Statement is part of how we demonstrate our commitment to enhancing quality of life, valuing people and safety above all else and acting with compassion, empathy and respect in all we do, while always striving to provide the highest quality of work.

### **Our Employees**

We prohibit all forms of harassment and discrimination and actively promote diversity, workforce equality and fair employment. We provide equal employment opportunities without regard to personal characteristics including gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity or expression, color, age, national origin, ancestry, or any other legally protected category. Additionally, we aim to improve equitable gender representation at the board, senior management and workforce levels.

We are committed to providing a fair or living wage and respecting the rights of freedom of association and collective bargaining for all employees. We also aim to ensure employment security and responsible workforce restructuring when necessary throughout our organization. Additionally, we prohibit all forms of child labor and forced labor throughout our own operations in accordance with the ILO Minimum Age Convention, ILO Forced Labor Convention and ILO Abolition of Forced Labor Convention.

### **Health, Safety and Wellbeing**

We place the health, safety and wellbeing of people above all else in our business. We are committed to providing a safe and healthy work environment for our team and aim to reduce risks and hazards throughout all of our offices and operations. We are committed to mitigating risks by providing health and safety training for our team members and communicating our health and safety practices throughout our business. We also comply with all applicable health and safety requirements and regulations at the local, state and national levels throughout all operations and projects.

The overall wellbeing, including the mental health, of our employees is of utmost importance at Atlas. We provide an Employee Assistance Program free of charge to all employees, which provides

confidential guidance for personal issues that employees may be facing, including substance abuse, mental health, work, family, financial and legal matters.

### **Our Suppliers and Partners**

Atlas's Supplier Code of Conduct outlines our company's expectations for our suppliers, vendors, subcontractors, service providers and any other business partners ("suppliers").

<https://www.oneatlas.com/wp-content/uploads/Supplier-Code-of-Conduct.pdf>

We expect our suppliers to provide a safe and healthy working environment, free from discrimination, and equal employment opportunities without regard to personal characteristics including gender, race, disability, ethnicity, nationality, religion, sexual orientation, gender identity or expression, color, age, national origin, ancestry or any other legally protected category.

All suppliers must comply with applicable wage and working time regulations, including minimum wages and maximum working hours and the rights of freedom of association and collective bargaining for all of their employees.

We expect all of our suppliers to respect fundamental human rights and operate in accordance with the United Nations Universal Declaration of Human Rights and United Nations Guiding Principles on Business and Human Rights. We prohibit all forms of child and forced or indentured labor in accordance with the ILO Minimum Age Convention, ILO Forced Labor Convention and ILO Abolition of Forced Labor Convention for all suppliers.

We reserve the right to audit supplier compliance with human rights and labor standards and encourage suppliers to self-evaluate their compliance with Atlas's policies.

### **Communities and Clients**

We aim to positively impact and ensure the protection of human and labor rights and the health and safety of the communities we serve, the places where we live and operate and our project locations. We also remain committed to ensuring our projects and services contribute to the health, safety and wellbeing of our clients and the communities around us.

Wherever relevant to a specific project, we aim to conduct community consultations, including with indigenous peoples through the guarantee of free, prior and informed consent, and we encourage our suppliers to do the same. We also encourage suppliers to implement any necessary security arrangements to protect workers, property and surrounding communities.

### **Transparency, Management and Governance**

We aim to remain transparent in regard to our actions to protect and support human rights as outlined in this policy. This policy is applicable to all of Atlas's operations and is directly approved and overseen by our executive management team and the Nominating, Corporate Governance and Sustainability Committee of our Board of Directors.



Through continuous consultation with our stakeholders, including our Board of Directors, we will periodically review and update this Human Rights Policy Statement to ensure its effectiveness. We will also aim to provide all Atlas employees with appropriate training related to human rights.