



## Human Rights

At Granite, we are committed to upholding ethical and sustainable business operations—at the center of this commitment is respect for people and their human rights. Granite adheres to five core values that are the cornerstone of its culture: integrity, safety, excellence, sustainability, and inclusion. We value diversity in our workforce and strive to create an inclusive culture that fosters innovation and growth. Through adherence to these values, Granite delivers infrastructure solutions that benefit the communities in which we build.

Granite is committed to respecting human rights and upholding the principles of the United Nations Universal Declaration of Human Rights. Human rights refer to the basic standards of treatment to which all people are entitled—as a broad concept, it includes economic, social, cultural, political, and civil dimensions. For Granite, this means ensuring that our products and services are provided under conditions that demonstrate respect for the people providing them. It also means respecting the rights of people living in the communities around our operations, as well as those of our suppliers.

We recognize our responsibility to protect against human rights abuse throughout our operations and develop a culture which supports the principles underlying the United Nations Universal Declaration of Human Rights: Freedom, Individuality, Equality, Citizenship, Right to Assemble, and Health. We recognize and respect collective bargaining agreements and our employees' right to freedom of association and collective bargaining, where permissible by law. Our commitment to this belief is supported by following the letter and spirit of the law, including periodically assessing the adequacy of our adherence to the laws and addressing any shortfalls; proactively creating policies that enable respect for human rights; and communicating how we address human rights with our business partners. We also recognize our responsibility to continuously improve our approach to protecting human rights—policies and practices are updated to take in to account new issues raised and growing awareness within our business of the human rights impacts of our decisions. Granite prohibits discrimination based on age, ancestry, color, religious creed, denial of family and medical care leave, disability, marital status, medical condition, genetic information, military and veteran status, national origin, race, sex, gender, gender identity, gender expression, sexual orientation, or any other characteristic protected by federal, state and/or local law.

Granite maintains a zero-tolerance policy for human trafficking, child labor, and forced labor. We apply our Human Rights statement to all Company operations, as well as to all partners and suppliers and it is incorporated into the Granite Supplier Code of Conduct.

