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Henkels & McCoy Sustainable Procurement Policy

At Henkels & McCoy, Inc., including our affiliates and subsidiaries (“Henkels & McCoy”), we view our procurement process as a vital component of our commitment to sustainability. We recognize that the goods and services we source have a lasting impact on the environment and the communities we serve.

Consistent with our values, we strive to conduct our procurement activities in a manner that balances economic efficiency with environmental stewardship and a responsibility to the communities and people impacted by our supply chain. This document serves as a guide for our employees and as a set of guidelines that we encourage our business partners and suppliers to follow.

Environmental Stewardship: We seek to partner with suppliers who demonstrate a proactive approach to environmental management. We encourage our suppliers to integrate sustainable practices into their own operations, specifically focusing on:

- **Carbon Management:** As we continue to advance our enterprise-wide carbon accounting efforts and related awareness of potential carbon footprint reduction opportunities, we similarly encourage our suppliers to monitor their carbon footprint and, where feasible, provide data regarding the embodied carbon of the materials they provide.
- **Circular Economy & Waste:** Henkels & McCoy endeavors to reduce waste at its source. We strive to maximize the use of materials with recyclable packaging and products with high recycled content or those that can be repurposed at the end of their lifecycle.
- **Responsible Sourcing:** Where possible, we encourage the use of materials that have been responsibly sourced. We endeavor to increase the transparency of our supply chain by understanding the origin and sustainability of our materials purchases.

Procurement Practices: We believe that sustainable procurement includes a commitment to the people and communities touched by our supply chain. We strive to foster a fair and ethical vendor base.

- **Equitable Business Participation:** Where possible, we seek to provide equitable opportunities for suppliers. We encourage our primary suppliers to adopt similar equitable goals within their own supply chains.
- **Local Economic Impact:** Where commercially practical, we encourage local sourcing to support the economic resilience of the communities hosting our projects and to reduce the environmental impact of long-distance logistics.
- **Human & Labor Rights:** Our commitment to human and labor rights is described within our Human and Labor Rights Policy at investors.mastec.com/governance. We expect our suppliers to uphold high standards of human and labor rights. We strive to work with partners who demonstrate a commitment to equal opportunity, fair wages, safe working conditions, and vehement opposition to all forms of modern slavery.



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Collaboration and Improvement: We recognize that sustainability is a journey of continuous improvement. Henkels & McCoy aims to work collaboratively with its suppliers to identify innovative solutions that enhance project performance and reduce environmental impact.

- **Engagement:** We encourage suppliers to bring forward sustainable alternatives that can reduce energy consumption or material intensity without compromising safety or quality.
- **Reporting and Transparency:** As we continue to develop our sustainability initiatives and programs, we may request suppliers to provide periodic updates on their sustainability initiatives. This information helps us understand our collective progress toward industry-leading standards.

This policy provides a framework for our procurement decisions but does not supersede specific contractual obligations or safety requirements. We strive to weigh sustainability performance alongside traditional criteria such as safety, quality, reliability and cost.

Our Commitment: We will periodically review our procurement practices to ensure they align with evolving industry best practices and our corporate practices and encourage our suppliers to do the same as to their own practices.