

EMCOR GROUP, INC.

Environmental Policy



EMCOR GROUP, INC. ENVIRONMENTAL POLICY

EMCOR Group, Inc., together with each of its operating subsidiaries (collectively, “EMCOR,” the “Company,” “our” or “we”) is committed to managing environmental impact as an integral part of our operations and in compliance with law and Company policy.

This Environmental Policy (this “Policy”) establishes standards for global business conduct related to the management of environmental impact for EMCOR employees and business partners,¹ including vendors. This Policy is issued in conjunction with our Environmental Overview Handbook (the “Handbook”), Vendor Code of Conduct (the “Vendor Code”) and Environmental, Health and Safety Policy (the “EHS Policy”), each of which are incorporated herein by reference. Copies of the Handbook, Vendor Code and EHS Policy can be found at our website at www.emcorgroup.com. This Policy applies to all Company facilities and operations. All business partners are expected to educate their representatives to ensure they understand and comply with this Policy.

Our employees and business partners, and their respective representatives, are required to conduct themselves in accordance with this Policy and applicable laws governing environmental matters, including, but not limited to water, air, hazardous material and waste, storage tanks, chemical storage, and spill prevention. In some cases, this Policy goes beyond mere compliance with law. When differences arise between this Policy and legal requirements, the stricter standard shall apply where permitted by applicable law. EMCOR employees must also comply with EMCOR’s internal policies, which contain additional expectations and requirements applicable to employees. EMCOR will assess a business partner’s compliance with this Policy, the Handbook, the Vendor Code and the EHS Policy, and any violations of this Policy, the Handbook, the Vendor Code and/or the EHS Policy may jeopardize the business partner’s business relationship with EMCOR, up to and including termination of the business relationship.

¹For purposes of this Policy, the term “business partner” means any firm or individual that provides a product or service to EMCOR, or any of our customers or clients for or on behalf of EMCOR, whether directly or indirectly. Unless otherwise indicated by the context, the term “business partner” also refers to employees, agents, suppliers and subcontractors of the firms and individuals described in the preceding sentence. Any of EMCOR’s or our business partners’ employees, agents, suppliers and subcontractors may be referred to as “representatives” in this Policy.

RESPECT FOR THE ENVIRONMENT

At EMCOR, we operate in a sector that gives us many opportunities to set environmental best practices. EMCOR’s energy expertise drives cleaner, greener, and more energy-efficient buildings, generation, use and recovery.

It is our policy to ensure the environmental integrity of our processes and facilities. We also strive to help our clients be better stewards of the environment, providing environmentally sound approaches to construction, site planning, materials, building upgrades, and energy management.

INCORPORATING ENVIRONMENTAL SUSTAINABILITY INTO OUR WORK

EMCOR actively participates in a variety of projects which are certified to, or seek certification to, a third-party multi-attribute sustainability standard, including Leadership in Energy and Environmental Design (LEED), Building Research Establishment Environmental Assessment Method (BREEAM), Green Globes, and the Institute for Sustainable Infrastructure’s (ISI) Envision, among others. We also partner with our customers to assist with the design, construction, and/or servicing of various facilities measured as carbon neutral. EMCOR companies have completed projects of this type for several of the largest technology, communications, industrial, and retail companies by providing services that help to improve facility energy use and reduce energy costs. Our services include installation of building automation controls (including smart temperature and lighting controls), employing advanced cooling techniques and systems (including energy-efficient evaporative cooling), and redesigning how power is distributed throughout a facility.

Our expertise encompasses a broad range of sustainable alternatives for power generation, including solar, photovoltaic, wind, fuel-cell, biomass, landfill gas, tidal, and biofuel-fired generation. Our companies have designed, built, and provided ongoing maintenance services for alternative energy installations across North America. In addition, we have extensive experience in developing waste-to-energy systems, which separate and burn municipal, agricultural, and industrial waste to provide a clean fuel source for steam heat and power generation.

OUR COMMITMENTS

We share the broad concerns about the risks and impacts of global climate change. While the impact of warming average temperatures on our business is difficult to predict or measure, we believe that our business will be able to serve our customers as they seek to reduce energy consumption and create a safer and more comfortable environment at their facilities through the construction, retrofit, and maintenance of heating, air conditioning, and other mechanical systems.

At EMCOR, we are also applying our expertise and partnering with outside experts to improve our own energy consumption. To reduce the environmental impact of our operations, EMCOR:

- Establishes requirements and provides its employees with clear guidelines to identify and comply with broadly-applicable environmental regulatory requirements (e.g., the Handbook).
- Performs internal environmental audits at new and existing operations to ensure compliance with the Handbook and the EHS Policy and to identify new or novel environmental risks and opportunities.
- Engages qualified third parties to perform additional environmental audits and provide additional guidance where appropriate (including in connection with acquisitions and at locations with a higher potential impact, special risks, etc.).
- Tracks internal energy and fuel usage and related emissions in order to set baselines and measure progress.
- Reports to its Board of Directors on environmental goals and reviews progress towards meeting such goals.

In recognition of the importance of reducing global net carbon emissions in the coming decades to prevent the worst consequences of climate change, we currently plan to achieve a 20 percent reduction in our per capita GHG emissions, and a 30 to 40 percent reduction in our use of carbon-based fuels, by 2035. These targets are measured against a 2021 baseline, following a determination that 2020 would not be a representative baseline due to the impacts of the COVID-19 pandemic in that year. After engagement with our stockholders, we have also retained a leading third party consulting firm to assist us in evaluating and establishing independently verified short, medium, and long-term science-based greenhouse gas emissions reduction targets, in order to achieve net-zero emissions by 2050 in line with the Science Based Targets initiative (the “SBTi”). We have undertaken to submit a letter of commitment to establish science-based reduction targets to the SBTi by October 2022.

We will continually seek opportunities to improve our environmental performance by establishing objectives and targets, measuring progress, and reporting our results. Additional information on our environmental goals and commitments can be found at our website at www.emcorgroup.com/about-us/sustainability-report.

EXPECTATIONS OF BUSINESS PARTNERS

EMCOR expects its business partners to comply with the spirit of this Policy and appropriately manage their environmental impact. All of our vendors are required to comply with applicable laws, including environmental, health and safety laws and regulations relating to hazardous materials, air emissions and waste.