

EMCOR GROUP, INC.

# Environmental, Health and Safety Policy

---



## EMCOR GROUP, INC. ENVIRONMENTAL, HEALTH AND SAFETY POLICY

EMCOR Group, Inc., together with each of its operating subsidiaries (collectively, “EMCOR,” the “Company,” “our” or “we”) is committed to high standards of Environmental, Health and Safety (“EHS”) management and performance in compliance with law and Company policy.

This EHS Policy (this “Policy”) establishes standards for global business conduct related to EHS management for employees and business partners,<sup>1</sup> including vendors. This Policy is issued in conjunction with our Environmental Overview Handbook (the “Handbook”), Vendor Code of Conduct (the “Vendor Code”) and Environmental Policy, each of which are incorporated herein by reference. Copies of the Handbook, Vendor Code and Environmental Policy can be found at our website at [www.emcorgroup.com](http://www.emcorgroup.com). This Policy applies to all Company operations and facilities, including facilities where the Company performs work for our customers or other business partners. 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. 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 Environmental Policy, and any violations of this Policy, the Handbook, the Vendor Code and/or the Environmental Policy may jeopardize the business partner’s business relationship with EMCOR, up to and including termination of the business relationship.

## COMMITMENT TO SAFETY THROUGHOUT OUR OPERATIONS

EMCOR is committed to providing safe and healthy work conditions which prevent work-related injuries and illnesses. We are also committed to the elimination of hazards and reduction of environmental and safety risks, utilizing the principles of behavior-based safety and a hierarchy of risk-mitigation controls.

Striving for zero injuries is a core value of EMCOR and its 90+ operating companies. EMCOR’s relentless focus on safety has yielded consistent improvement, and clear results, of which we are always proud but never satisfied.

## EHS MANAGEMENT

EMCOR is committed to achieving excellence in our EHS management systems. To do so, our leadership and employees embrace and adhere to the following principles:

**Continual Improvement:** We are committed to continual improvement of our EHS management systems to enhance environmental and safety performance. We collaborate with our employees, business partners, and industry partners to drive EHS improvement and we continuously analyze key performance indicators to understand where we are leading and/or lagging.

**Beyond Compliance:** We implement consistent and rigorous EHS policies, standards and management systems supported by performance metrics, external reporting and compliance assurance. These are designed to protect the environment; to protect the safety, health and well-being of our employees, business partners and communities; and to ensure that we meet or exceed regulatory compliance obligations and other voluntary practices to which we subscribe.

---

<sup>1</sup>For 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.

**Culture of Best Practices and Vigilance:** We strive to continuously educate and make our employees and representatives aware of the safest industry procedures and practices. This is driven and reinforced by building a Company-wide culture to optimize the way we work. Examples of companywide programs we have implemented are:

- ❁ **EMCOR Values:** EMCOR’s core value of “People Always” includes our Commitment to Safety and Zero Accidents. It is a consistent and frequently discussed guiding principle across all levels of the organization.
- ❁ **Be Vigilant:** In 2013, we introduced a broad scale, cross-Company program with our effective and ongoing safety messaging—reminding our employees to “BE VIGILANT,” and that “Injuries don’t announce... they pounce.” The BE VIGILANT campaign introduces the concept of “Injuries Lurking” and the need to remain Vigilant. Good performance is achieved when this message is reinforced.
- ❁ **Be There for Life:** Since 2003, our award-winning Be There For Life! Program has helped instill in each of our employees the conviction that every accident is preventable and to provide the training, equipment and best practices to avoid injuries. This signature safety program has enabled us to make substantial progress towards our goal of eliminating all injuries and has helped us to maintain a total recordable injury rate that is substantially below industry averages. Through the Be There For Life! Program, as well as other programs, we deliver our message of safety to employees and all our representatives both at work and at home.

## OUR COMMITMENTS

EMCOR maintains a strong commitment to health and safety throughout our operations, striving for a zero injury environment and culture. Our position as an industry leader in safety begins with a strong culture of care and vigilance and is supported by a comprehensive suite of training, resources, and analytics. To continuously improve and monitor our EHS management system and progress, EMCOR:

- Establishes requirements and provides our employees and business partners with clear guidelines to identify and comply with broadly-applicable EHS requirements (including the Handbook, Environmental Policy, Vendor Code, applicable standard operating procedures and comprehensive training and safety videos).
- Establishes Company-specific incident and injury prevention programs based on proven zero injury principles and tailored to meet local needs.
- Establishes Company-specific programs and trainings to educate employees on safety procedures best practices.
- Establishes and maintains partnerships with insurers, suppliers, industry groups and others to develop, maintain and improve safety skills, identify and reduce risks, apply new resources and support program development.
- Annually audits locations and job sites to confirm compliance with EHS requirements and identify areas of improvement.
- Establishes mandatory, comprehensive and efficient methods for the reporting and tracking of accidents and incidents.
- Reports to the Board of Directors on human capital management, including employee safety, training, development, and succession planning goals.

Additional information on our EHS management, goals and commitments can be found at our website at [www.emcorgroup.com/about-us/sustainability-report](http://www.emcorgroup.com/about-us/sustainability-report) and [www.emcorgroup.com/about-us/safety-quality-productivity](http://www.emcorgroup.com/about-us/safety-quality-productivity).

## EXPECTATIONS OF BUSINESS PARTNERS

EMCOR expects its business partners to comply with the spirit of this Policy and appropriately manage their EHS risks. Recognizing that our commitment to safe workplaces requires the support and dedication of our business partners, EMCOR requires its vendors to demonstrate a cultural commitment to maintaining a safe work environment, including the provision of proper training and equipment, compliance with applicable laws, and promptly reporting any incidents or risks to health and safety.