

Kiewit Vendor

CODE OF CONDUCT

Kiewit Vendor Code of Conduct

Kiewit Corporation, and each of its affiliates and subsidiaries ("Kiewit") is firmly committed to conducting business with the highest integrity and in compliance with all applicable laws. Kiewit expects that all vendors, suppliers, sub-suppliers, contractors, consultants, and each of their respective employees and any other third parties involved with the execution of Kiewit work ("Vendors") will, at a minimum, comply with standards of business conduct consistent with those in this Vendor Code of Conduct ("Code").

> This Vendor Code is not a modification of any vendor agreement. It is subject to updating and modification at Kiewit's sole discretion.

Ethics

Business Integrity – Vendors will uphold the highest standards of ethics to promote honesty and integrity in business operation. Vendors are expected to prohibit all forms of bribery, corruption, extortion, and embezzlement. Vendors shall not engage in any activity to obtain an unfair or improper advantage. Vendors shall abide by all applicable anticorruption and anti-money laundering laws and regulations of the countries in which they operate (for example the United States Foreign Corrupt Practices Act (FCPA) and applicable international counterparts.

- Gifts and Entertainment – Gifts should be infrequent and not substantial in value. Gifts to Kiewit employees that violate Kiewit policies will be returned to Vendors or handled in a manner that complies with our internal policies.
- Anti-Corruption and Bribery – Vendors shall not offer or accept bribes. Vendors are responsible for overseeing the conduct of their subcontractors and ensuring that applicable laws are not violated. An Anti-Bribery and Corruption Questionnaire (ABC) will be sent to vendors for a response. The purpose of the questionnaire is to identify persons with the ability to compensate or influence government officials, or those with possible regulatory issues. Vendors that respond to the questionnaire, and those without any identified risks, will be assigned a "Low Risk" rating with an annual follow-up ABC and vendor response review. Vendors who have responses that indicate a potential or actual risk, and those who do not respond will be reviewed by Kiewit management and subject to an escalation process that may include additional risk mitigation actions or vendors may be prevented from receiving future payments until resolved.
- Payment to Government Officials, State-Owned Entities, or Candidates for Political Office – In dealing with government employees and officials, Vendors should not give or offer, either directly or indirectly, any gratuity, gift, favor, entertainment, loan, or anything of monetary value.
- Antitrust - Vendors are expected to conduct their business in line with fair competition and in accordance with all applicable anti-trust laws.

Reporting and Disclosure of Information – Vendors shall accurately record information regarding their business activities, labor, health and safety, and environmental practices and shall disclose such information without falsification or misrepresentation to all appropriate parties.

Logistics and Trade Compliance – Vendors shall comply with sanctions-related requirements as governed by applicable laws and regulations.

Counterfeit, Fraudulent and Suspect Items – Vendors shall maintain processes and standards that are designed to assure the integrity of each shipment to Kiewit from its origin through to its destination and all points in between, including taking measures to ensure the corresponding know-how does not end up in the hands of counterfeiters or third parties.

Conflicts of Interest – Vendors and personnel performing services for Kiewit are expected to adhere to all professional standards and codes governing conflicts of interest related to the services performed. If a potential or actual conflict of interest arises, the vendor is responsible to disclose that to Kiewit at VendorReporting@kiewit.com.

Confidentiality – Vendors may not use, disclose, or retain confidential or proprietary information about Kiewit or third parties (including Kiewit's clients or partners) obtained in the course of their business dealings with Kiewit except as allowed by contract provision.

Data Privacy Statement and Information Security – Vendors must follow all applicable data protection, privacy, and information security laws in the countries in which they operate and be committed to respecting and protecting the privacy of individuals (including, without limitation, Kiewit clients, Kiewit employees or other Vendors). Vendor may provide personal data (as defined by applicable laws) to Kiewit, and such data may be obtained by Kiewit indirectly through internal security systems or other means, in connection with doing business with Kiewit. Provider is responsible to ensure that it only provides personal data to Kiewit that Provider has the authority to disclose and grant use of such data by Kiewit. By entering into business transaction with Kiewit, Vendor grants to Kiewit the use of such data for purposes of such transaction. Vendor understands that Kiewit will transfer to and use such personal data in US, Canada and Mexico, as necessary for conducting business with Vendor, subject to applicable laws.

Safety

Working Environment – Vendors shall provide a safe and healthy working environment to prevent accidents, illness, and injury to health from happening in the workplace. Vendors shall minimize employee exposure to potential safety hazards.

Labor

Anti-Discrimination and Harassment – Kiewit is committed to offering equal employment opportunities, treating individuals fairly and maintaining a work environment free of discrimination, harassment and intimidation, and employees are expected to avoid conduct that could be interpreted as such. Kiewit expects its vendors to have this same commitment and treat individuals without regard to their race, color, religion, sex, age, national origin, veteran's status, physical or mental disability, marital status, ancestry, citizenship, pregnancy, sexual orientation, gender identity, genetic information, other protected activities, or any other characteristic protected by federal, state, or local laws ("protected characteristics").

Kiewit is also dedicated to providing a work environment free from offensive conduct directed at any individual's protected characteristics. Offensive conduct and/or harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, violates federal, state, or local laws, or creates an intimidating, hostile, or offensive working environment, will not be tolerated.

Anti-Slavery, Human Trafficking and Child Labor – Vendors shall ensure that all work performed is voluntary. Vendors shall not traffic persons or use any form of slave, forced, bonded, indentured or prison labor. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. Vendors shall ensure that the third-party recruitment agencies they use are compliant with the provisions of this Code and the law. Vendors recruiting foreign contract workers either directly or through third-party agencies shall be responsible for payment of all recruitment-related fees and expenses. Kiewit does not accept child labor.
Vendors shall not make use of child labor and take the appropriate measures to ensure that no child labor occurs at their own place of operation or at their subcontractor's place of operation.

Vendor Participation Programs – The communities where we work and operate are multicultural and unique. We provide all available business enterprises an equal opportunity to compete for and participate in the work on our projects to maximize the community impact of each project. We look to our supply chain partners to implement similar strategies to ensure that all vendors are given a fair opportunity to compete for work in their communities.

Environmental

Environmental Permits – Vendors shall obtain, keep current and comply with all required environmental permits and regulations. Waste and recycling vendors shall participate in the Kiewit Vendor Review Program.

Sustainability – Vendors shall minimize adverse effects on the community and environment to safeguard the health and safety of the public and shall be able to provide related information when requested. Vendors will seek opportunities that promote the efficient use of resources and energy, as well as clean and low energy solutions. Vendor will practice responsible sourcing of the minerals tin, tantalum, tungsten, gold (3TG), and wood, products containing wood, packaging and shipping materials. Because of this potential for association with conflict and human rights abuses, Kiewit strives to ensure that our

supply chains are ethical and sustainable, and that we are fulfilling our commitment to respect human rights through responsible sourcing practices.

Import and Export Control

Vendors shall comply with the import and export, re-export and sanctions laws, directives, and regulations of the United States of America, and of any other applicable jurisdiction or country (to the extent not in conflict with the laws of the United States of America). Vendor shall not acquire any goods or services if any law, regulation, directive or other government action of the United States or any other applicable country would prohibit such a transaction. This includes, but is not limited to, a prohibition on the supply of goods or services that originate in a country that is subject to U.S. economic embargo, or that are that are supplied by a person that is a listed or blocked person or entity under any U.S., UN, EU, or other applicable embargo or sanctions program. Vendors shall provide truthful and accurate information for reporting purposes when requested and obtain import and/or export licenses and/or consents where necessary.

Reporting

Concerns regarding this policy and Kiewit's vendors can be sent to VendorReporting@kiewit.com.