



# STATEMENT OF EMPLOYEE WELFARE & HUMAN RIGHTS



GREAT LAKES DREDGE & DOCK CORPORATION



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Great Lakes Dredge & Dock Corporation (GLDD) is committed to providing all team members with a safe environment where they have the opportunity to excel, and to display high ethical standards in everything that we do. The following are specific commitments that we make. For additional information, please review referenced policies as appropriate.

### EMPLOYEE WELFARE & HUMAN RIGHTS

All members of the GLDD team deserve to work in a fair and ethical workplace. GLDD is committed to treating its employees, partners and stakeholders with dignity and respect. Every employee has a responsibility to contribute to a work environment that reflects respect for human rights.

The Company supports the principles set forth in the Universal Declaration of Human Rights and incorporates these articles into key policies and procedures that apply to all company operations in all geographies. These principles also apply to key suppliers and sub-contractors through the Company's Supplier Code of Conduct. The Company conducts due diligence when selecting new markets or potential partners, and considers human rights criteria where appropriate.

The following policies directly support our commitment to employee welfare and human rights.

#### HEALTH & SAFETY

GLDD is committed to providing a safe and healthy working environment for all employees and has adopted an Incident and Injury Free® work environment. The Company's commitment to a culture of safety promotes a work environment in which every employee returns safely to his or her family at the end of each day. Employees will not be asked to perform work that is unsafe and may refuse to perform tasks if they believe that the activity or work environment is unsafe.

Reference: SALT Safety Rule Book, Second Edition

#### ANTI-DISCRIMINATION, ANTI-HARASSMENT & ABUSE

GLDD is committed to maintaining a workplace in which individuals are treated with respect and dignity. Each individual has the right to work in an environment that promotes equal employment opportunities and is free of unlawful discrimination in any form, including harassment based upon sex, sexual orientation, gender identity, race, national origin, religion, disability, age, veteran status and any other protected characteristic. GLDD is committed to a workplace free of harassment and abuse.

GLDD strictly prohibits any type of discrimination against any worker based upon race, color, gender, sexual orientation, gender identity, religion, national origin, age, veteran status, disability, genetic information or other characteristic protected by law, and deals with customers and prospective customers on a non-discriminatory basis.

Reference: EEO Policy

Reference: Workplace Harassment Policy

#### INVOLUNTARY LABOR & HUMAN TRAFFICKING

GLDD strictly prohibits any form of slave, forced, bonded or indentured labor. All work must be voluntary and employees shall be free to leave work or terminate their employment with reasonable notice, as applicable under local law. GLDD requires all suppliers to ensure that all work performed is done so without the use of forced, compulsory, bonded or indentured labor.



## PREVENTION OF UNDERAGE LABOR

GLDD only employs workers who are at least the legal minimal age for employment. GLDD will, on occasion, provide internships and apprenticeship programs for students but in doing so will ensure that they do not perform work likely to jeopardize their health, safety, or morals.

## WAGES & BENEFITS

GLDD provides team members with wages and benefits that are competitive with the market and at all times will be at least the minimum wage and provide any benefits required by law and/or contract. The Company compensates its employees for overtime hours at the rate required by applicable laws and regulations and pays its employees in a timely fashion.

## GRIEVANCE SYSTEMS & COMPLIANCE HOTLINE

GLDD has an open door policy where employees may report any issue or concern to their manager, the Human Resources department, or the Legal and Compliance departments. In addition, the Company provides all stakeholders a confidential hotline to report any violations of company policies or violations of law. All complaints are investigated and actions taken. The Company's Audit Committee receives quarterly reports outlining the types of issues raised and actions taken to address those issues. GLDD's Board of Directors receives regular reports on legal, compliance, and human resources matters.

GLDD's anonymous hotline may be utilized online at [gldd.mycompliancereport.com](https://gldd.mycompliancereport.com), or by calling 1-888-579-1670.

Reference: GLDD Code of Business Conduct and Ethics

## ENVIRONMENT

GLDD is committed to protecting the environment and performing all work in an environmentally responsible manner.

Reference: Environmental, Social and Governance Report  
<https://www.gldd.com/esg/>

## CODE OF CONDUCT

GLDD's commitment to conducting our business with a strong sense of ethics, honesty, and integrity is critical to maintaining trust and credibility with customers, suppliers, employees, communities, owners, and other business partners. Every employee plays a very important role in continuing this tradition. As the foundation of these principles, it is the Company's policy to comply with all applicable laws everywhere we do business.

Reference: Code of Business Conduct and Ethics

## COMMUNITY INVOLVEMENT

GLDD supports the communities where we work and where we call home. Focus areas for community outreach and charitable giving include health and welfare of citizens within our communities, support for endangered species, and educational scholarships.

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For addition information, visit our *Environmental, Safety and Governance Report* on our website at <https://www.gldd.com/esg/>, or contact Annette Cyr at [awcyr@gldd.com](mailto:awcyr@gldd.com).



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