



STATEMENT OF EMPLOYEE WELFARE AND HUMAN RIGHTS



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**EMPLOYEE WELFARE
AND HUMAN RIGHTS**

Great Lakes Dredge & Dock Corporation (GLDD) supports fundamental human rights for all. While national governments bear the primary responsibility for upholding human rights, we strive to protect human rights through our practices and policies and by complying with the laws of the countries in which we do business. GLDD is committed to providing all team members with a safe environment where they have the opportunity to excel, and display high ethical standards in everything that we do. The following are specific commitments that we make. Additional information may be found in the specific policies identified below.

EMPLOYEE WELFARE & HUMAN RIGHTS

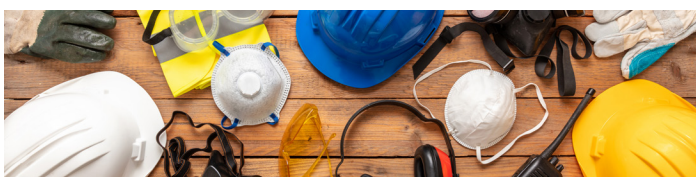
All members of the GLDD team deserve to work in a fair and ethical workplace. GLDD is committed to treating its employees, partners and stakeholders with dignity and respect. Every employee has a responsibility to contribute to a work environment that reflects respect for human rights.

GLDD supports the principles set forth in United States labor and employment law, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights and incorporates these principles 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 GLDD'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, Third 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 (including pregnancy), sexual orientation, gender identity, race, national origin, religion, disability, age, veteran status and any other characteristic protected by applicable law. The Company prohibits all such discrimination. GLDD is committed to a workplace free of harassment and abuse. GLDD conducts business with customers and prospective customers on a non-discriminatory basis.

Reference: EEO Policy

Reference: Workplace Harassment Policy

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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, in accordance with applicable law. GLDD requires all suppliers to ensure that all work is performed 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, it will comply with all applicable law and will ensure that interns and apprentices 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. Wages and benefits will at all times be at least the minimum required by applicable law or contract. GLDD compensates 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 that encourages employees to 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 applicable law. All complaints are investigated appropriately and necessary remedial actions are taken. The Company's Audit Committee receives quarterly reports outlining the types of issues raised and actions taken to address them. 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://www.gldd.com/sustainability/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: Sustainability Report <https://www.gldd.com/sustainability/>

Code of Conduct

GLDD's commitment to conducting our business ethically, honestly, and with integrity is critical to maintaining trust and credibility with customers, suppliers, employees, communities, owners, and other business partners. Every employee plays a critical role in continuing this tradition.

As the foundation of these principles, it is GLDD'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 live and work. Focus areas for community outreach and charitable giving include health and welfare of citizens within our communities, support for endangered species, and educational scholarships.



For additional information, visit our Sustainability Report on our website at <https://www.gldd.com/sustainability/> or contact HR at hr@gldd.com.

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GREAT LAKES
DREDGE & DOCK CORPORATION

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