Supply Chain Diversity Policy

The policies, procedures and/or work processes set forth in this document are intended to represent Matrix Service Company and all Operating Companies, herein referred to as the "Company".

1. PURPOSE

The Company is committed to developing and maintaining a supply chain that provides fair opportunities for all suppliers, including minority-owned, women-owned, LGBTQ+ owned, veteran-owned, service-disabled veteran owned, HubZone and small business-owned companies.

Through this policy, the Company is upholding our commitment to make efforts to purchase goods and services from diverse businesses. This policy applies to Matrix Service Company and all its subsidiaries.

Diversity in our supply chain can help lead to new ideas and points of view. It can foster goodwill in the communities in which we live and work. It is also good business practice as the Company seeks to reach increasingly diverse populations. The Company's supply chain diversity program is a key aspect of our corporate social responsibility program.

2. GOALS

The Company is committed to creating sustainable, mutually beneficial relationships with diverse suppliers, including but not limited to businesses certified in the categories below:

- Minority-owned (MBEs)
- Woman-owned (WBEs)
- Lesbian, Gay, Bisexual, and Transgender-owned (LGBTQ+)
- Veteran-owned (including Service-Disabled Veteran-owned)
- Disability-owned
- HUBZone and Small Businesses (SBE)

Our program focuses on objective measurements that support our overall sustainability strategy, including monitoring our engagement with diverse suppliers, identifying best practices in achievement of our goals, training and education, and communication to our stakeholders.

3. RESPONSIBILITIES

While making efforts to purchase goods and services from diverse businesses, all employees of the Company and its subsidiaries who are directly or indirectly involved in the sourcing of goods and services must also assess whether the supplier meets all applicable qualifications, which may include safety performance, technical capability, quality of workmanship, schedule adherence, commercial competitiveness, etc. No supplier will be given an advantage in bidding on the basis of its status as a diverse supplier. Designated Supply Chain management representatives will lead their teams to help achieve the goals of this program. Operations support and alignment are critical to overall goal achievement.

4. SUPPLIER NONDISCRIMINATION

No potential supplier will be precluded from consideration based on race, color, religion, sex, gender, sexual orientation, national origin, age, mental or physical disability, veteran status, ancestry, marital status or other legally protected characteristic or category. The Company policy requires that suppliers themselves prohibit all such discrimination in hiring and employment practices. Please reference our Supplier Code of Conduct Policy for further details.

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