

Supply Chain Diversity Policy

Our supply chain diversity program is a proactive effort that encourages the use of suppliers from traditionally underrepresented areas, including minority-owned, women-owned, LGBTQ+ owned, veteran-owned, service-disabled veteran owned, HubZone and small business-owned companies. The goal of the program is to provide sourcing opportunities for diverse businesses to provide goods and services for the Company projects.

In establishing 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.

The Case for Diversity, Equity and Inclusion. The Company and many of our clients have a strategic focus on Diversity, Equity and Inclusion (DEI). Diversifying our supply chain is an integral part of our overall DEI initiative and is the right thing to do.

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.

Goals. The Company is committed to creating sustainable, mutually beneficial relationships with diverse suppliers. To do this, annual diversity spend goals are established for goods and services from a mix of businesses certified in the diversity 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 diversity strategy, including the monitoring of our progress of increased diversity spend, identifying best practices in achievement of our goals, training and education, and communication of our targets and progress to our stakeholders. A key piece of our program is to develop relationships with diverse business enterprises (DBEs) in our industry, which includes providing mentoring and training opportunities to the DBEs.

OUR CORE VALUES

SAFETY

Put safety first for yourself and others. Create a zero-incident environment through leadership.

INTEGRITY

Do the right thing every time, ethically and honestly.

STEWARDSHIP

Safeguard all that is entrusted to us.

POSITIVE RELATIONSHIPS

Be respectful, promote collaboration and build lasting relationships.

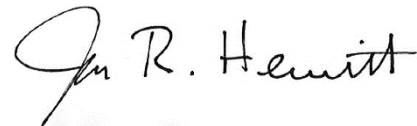
COMMUNITY INVOLVEMENT

Make a difference in the communities where we live and work.

DELIVER THE BEST

Strive for excellence in all we do

We are committed to continually improving our performance and to maintaining a culture committed to Diversity, Equity, and Inclusion. It is my responsibility, along with all the employees of Matrix, to ensure the successful implementation of this Policy.



John R. Hewitt
President & Chief Executive
Officer

The Company is committed to supporting supply chain diversity and participates in various DBE focused councils and minority focused chambers of commerce at local, regional and corporate levels.

Responsibilities. All employees of the Company and its subsidiaries who are directly or indirectly involved in the sourcing of goods and services are charged with the task of utilizing DBEs will consider factors such as, the supplier meets all applicable qualifications, which may include safety performance, technical capability, quality of workmanship, schedule adherence, and/or commercial competitiveness. Designated Supply Chain management representatives will lead their teams to help achieve the goals of this program. Operations support and alignment is critical to overall goal achievement.

The DEI Steering committee will support our overarching Supply Chain initiative from a Corporate perspective. The Company's Diversity Council will provide programming and day to day support and guidance for the initiative.

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.