MATRIX SERVICE COMPANY

Environmental Policy Statement

At Matrix Service Company, we recognize the importance of conducting our work with care and consideration for the world in which we live and work, including the communities and environments where we operate.

Environmental stewardship is reflected in our Core Values, and we demonstrate responsible environmental practices through compliance with applicable laws and regulations across our operations.

Specifically, Matrix is committed to:

- Complying with applicable environmental laws, regulations, and best practices.
- Assuring the integrity of the environmental health and safety of our work, processes, and facilities.
- Engaging and communicating with our stakeholders and business partners, as appropriate, regarding environmental considerations and responsible practices.
- Considering practical opportunities to support sustainable solutions and reducing potential environmental impacts where feasible.
- Considering environmental impacts, risks, and opportunities in our business and on our project sites.
- Incorporating environmental considerations into decision-making processes, including our daily operations and business strategy, where appropriate.
- Identifying and utilizing processes that reduce potential environmental impacts.
- Promoting consistency in our operations in support of responsible environmental stewardship.

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 pledge to be thoughtful stewards of the environment and to consider opportunities to reduce the potential impacts of our operations where practical and appropriate.

It is my responsibility, along with all Matrix employees, to support the successful implementation of this Policy through responsible decision-making and care for the environment.



Shawn P. Payne
President & Chief Executive Officer