

This Policy on Human Rights (“Statement”) applies throughout Arcosa, Inc. and its subsidiaries and affiliates (“Arcosa”, “Company”, “we”, “our”, or “us”) and applies to all Arcosa locations. The purpose of this Policy is to establish principles in line with Arcosa’s commitment to promoting dignity and equality for all human beings in accordance with the laws of the United States and other countries in which we operate relating to human rights. We respect and support universally recognized fundamental human rights and freedoms set forth in the United Nations Universal Declaration of Human Rights.

Arcosa is committed to compliance with all governmental laws, rules, and regulations applicable to our operations, including, but not limited to, fair employment practices and compliance with equal employment opportunity, safe and healthful work environment, equitable treatment of employees, and all other employment laws in the United States and other countries where we manufacture our products or source products through our supply chain.

As such, Arcosa does not tolerate the use of child labor, will comply with child labor laws across Company operations, and will not use forced or compulsory labor in our facilities. The Arcosa Code of Conduct, and associated annual Code of Conduct employee training, prohibits the use of any modern forms of slavery and any form of human trafficking. This prohibition extends to Arcosa and its employees, as well as third-party partners engaged by the company. We will never knowingly conduct business with subcontractors, business partners, suppliers, vendors, or other third parties who violate laws related to human rights, including anti-human trafficking laws.

Additionally, Arcosa recognizes the intrinsic human right to clean water. While some Arcosa production-related processes require water consumption to ensure safety and quality standards, Arcosa businesses pursue efforts to build efficiencies in production processes, employ recycling practices where possible, and eliminate excess water waste.

Embedded within Arcosa’s Code of Conduct, posted publicly on our website, a grievance process exists for stakeholders to submit good-faith concerns related to human rights and its treatment at Arcosa.

With a strong commitment to aligning with all applicable labor laws, and with an ethics-centered focus in our culture, we believe Arcosa is not at risk for potential negative human rights impacts in our activities or business relationships. Arcosa employees receive human rights training through annual Code of Conduct training as well as through select sourcing training. We remain mindful of our corporate responsibility to fight against human rights violations through responsible sourcing, ethical business practices, and stakeholder education and awareness.