

MasTec, Inc. Safety, Health and Environmental Policy

February 2020

This Policy is applicable to all employees, officers, directors and anyone else acting on behalf of MasTec Inc. or any of its subsidiaries (collectively “MasTec” or “the Company”).

At MasTec, we are committed to protecting the environment and conducting our operations in a manner that promotes the health and safety of our employees, customers and the communities in which we operate.

Safety is a core value at MasTec.

Our employees are an integral part of our growth and success, and they are our most valued asset. The safety, health and welfare of our employees is at the heart of our operations.

Our “Zero Harm” culture is fundamental to our goal of world class safety performance. We recognize the need of our workforce to have a safe and healthy workplace and are committed to maintaining a strong and sustainable safety culture within our organization.

To achieve these goals:

- We have a proactive safety culture and are committed to the prevention of illness and injuries in the workplace.
- We will ensure compliance with all applicable health and safety laws in all countries in which we operate.
- Our safety leadership structure is designed to create accountability within each of our businesses and at the corporate level, and our project leadership team is tasked with ensuring that every project is accomplished in a safe, productive, environmentally and quality-focused manner.
- We review, develop and enforce workplace practices and systems to ensure the safe-work ethic and environment of our employees, and we actively work with our customers and business partners to improve our performance.
- We will empower and regularly train our employees to be safety leaders.
- The high standards of safety, incident prevention and hazard control that we instill within our operations are also expected of our subcontractors.

When our employees are safe, healthy and engaged, we are most productive – which, in turn, allows us to deliver the highest level of excellence to our stakeholders.

All employees, customers and subcontractors have the authority and responsibility to stop any activity that they perceive as being unsafe or that may give rise to an environmental incident, without repercussion. Each employee has a responsibility to report any workplace-related hazardous condition, injury, incident or illness to the employee’s supervisor or manager as soon as possible.

At MasTec, we believe that we all play a role in stewardship of the environment.

Environmental matters are an integral part of our business planning and decision-making processes. We are committed to responsibly managing the environmental impacts of our operations and work actively with our customers to assess environmental matters, ensure compliance and minimize any impacts of our projects on the environment.

We seek to protect the environment by preserving its natural beauty in the places we work and are committed to responsible stewardship of the environment. We are committed to minimizing the effects of our operations on the climate and the environment and will endeavor to reduce our carbon footprint, energy usage and greenhouse gas emissions where possible. We seek to foster conservation and environmental awareness within our operations, and will strive to identify and incorporate energy, carbon and water efficiency considerations into our project planning and execution.

To reach our goals of environmental stewardship:

- We will conduct our operations in a manner that complies with our Code of Business Conduct and Ethics, which requires that all applicable environmental regulations and compliance requirements are met in the course of our operations.
- We will manage our projects in an environmentally sensitive manner and seek to protect and preserve natural resources, including water, land, energy and natural habitats.
- We will manage our operations and design our systems, processes and procedures to promote responsible environmental protection.
- We will proactively manage environmental controls to stay in compliance with permit conditions and to preserve protected resources, including streams, wetlands and aquatic life, endangered species, their habitats and nesting areas and high conservation value habitats, as well as archeological and traditional cultural properties.
- We will manage our operations to promote the minimization of releases to the air, land or water and ensure the safe treatment and disposal of waste and hazardous materials.
- We will promote a workplace that strives to minimize waste and emissions, encourages reusing, recycling and reducing the use of natural resources in order to promote the prevention of pollution.
- We will monitor, inspect and review environmental performance and incorporate lessons learned into our processes and procedures.

Accountability

MasTec's Nominating, Sustainability and Corporate Governance Committee of the Board of Directors has overall responsibility for oversight of this policy and will conduct a periodic review to ensure its continuing suitability. MasTec's senior leadership is responsible for implementing the principles of this policy into its work planning and execution.