

HUMAN RIGHTS POLICY

At Montrose Environmental Group, Inc. (Montrose), we understand that fulfilling our mission of helping to protect the air we breathe, the water we drink, and the soil that feeds us means caring for the entire ecological system. In doing so, we recognize the interconnectedness between environmental sustainability and the well-being of individuals and communities. We firmly believe that everyone, regardless of their background, should be safeguarded through our business practices, ensuring their right to life, liberty, security of person, and dignity.

Montrose's [Code of Conduct and Ethics Policy](#) is the foundation of our commitment to human rights. The Code of Conduct and Ethics Policy formalizes our integrity, our sound judgment, our proper conduct, and our adherence to laws.

This Human Rights Policy builds upon our Code of Conduct and Ethics Policy and outlines how we aim to protect human rights through our daily business practices and operations as well as our supply chain and procurement practices.

Commitment

In alignment with the United Nations International Bill of Human Rights, Montrose is committed to upholding and promoting human rights in the following areas:

Working Conditions

- Montrose treats all persons with respect and integrity; we conduct our business fairly and ethically.
- Montrose provides just and favorable working conditions and reasonable working hours across the organization. Our employees' wages and salaries meet minimum wage regulations in all regions of operation, and we strictly adhere to relevant laws concerning working hours and remuneration.

Non-Discrimination and Harassment

- Montrose is committed to providing a work environment that is free of unlawful discrimination, including harassment or bullying.
- Montrose forbids any unwelcome conduct that is based on an individual's race, color, religion, sex, gender/gender identity, national origin, age, disability, ancestry, medical condition, marital status, military or veteran status, citizenship status, sexual orientation, genetic information, or any other protected status of an individual or that individual's associates or relatives.
- Montrose commits to fairness in our recruitment and hiring practices. All qualified applicants will be treated fairly and allowed to compete for open positions on equal terms.

Child Labor

- Montrose complies with all local minimum age laws and requirements and will not utilize child labor in any part of our organization.
- Montrose will not knowingly conduct business with suppliers that engage in child labor.

Modern Slavery and Human Trafficking

- Montrose will not employ forced or indentured labor and will not tolerate or condone human trafficking or other coerced labor in any part of its organization.
- Montrose will not knowingly conduct business with suppliers that engage in modern slavery (i.e., forced labor) or human trafficking.

Freedom of Association and Collective Bargaining

- Montrose respects each employee's right to freedom of association and right to join collective bargaining organizations.

Employee Health and Safety

- Montrose recognizes that all employees have a right to a safe and healthy workplace; we are committed to protecting the health and safety of our employees so that everyone can do their job safely and without injury or illness.
- Montrose employees are required to comply with health and safety policies and procedures; no employee is to be directed to complete a task that cannot be done safely. All employees, contractors, and visitors have the authority to stop work if working conditions or behaviors are unsafe.
- Montrose employees are required to actively participate in Montrose's health and safety programs by implementing safe work practices, reporting incidents and unsafe conditions, and completing mandatory health and safety training courses.

Violations and Resolution

Known or suspected human rights violations must be reported immediately to a Senior Vice President, Human Resources, or the General Counsel. Employees should not attempt to gather evidence or confront potential violators. Alternatively, concerns can be reported anonymously and confidentially through our third-party ethics hotline by phone (+1 844- 319-4551) or via the [online platform](#).

The Company will treat each report of potential human rights violations seriously and no retaliation will be taken or tolerated against anyone for reporting or supplying information about a valid concern. Upon receiving a report, the Company will promptly review the report and conduct a thorough investigation. Refer to Montrose's [Code of Conduct and Ethics Policy](#) for additional details.

Communication and Training

This policy is communicated to our employees in order to ensure our workforce understands our human rights commitments and knows what steps to take if human rights violations are known or suspected. This policy is also communicated to our external stakeholders through our website.

All employees are required to complete annual Code of Conduct and Ethics training – which includes elements related to human rights – to support policy implementation.

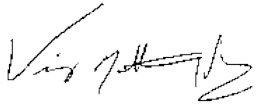
Governance

Montrose's Board of Directors and its committees provide active oversight regarding the implementation of our policies, including this Human Rights Policy.

The development and maintenance of this policy is the shared responsibility of Montrose's General Counsel and Senior Vice President, Human Resources. This Policy will be reviewed annually and updated as needed to reflect our ongoing commitments to human rights.

Scope and Applicability

All of Montrose's operations, including our businesses, operations, facilities, and employees globally, are covered by this Human Rights Policy. Additionally, Montrose will not knowingly conduct business with suppliers that engage in child labor, modern slavery, or human trafficking or otherwise operate in non-compliance with applicable laws and regulations.



Vijay Manthripragada

CEO, Montrose Environmental Group, Inc.

11/03/2023