



## **QUALITY, HEALTH, SAFETY & ENVIRONMENTAL POLICY**

This global Quality, Health, Safety & Environmental Policy applies to all employees of Dycom Industries, Inc. and its subsidiaries (together “Dycom” or the “Company”) and to those doing business with, or for, Dycom and others who may act on Dycom’s behalf. This policy applies to all Dycom office locations and wherever Dycom’s business is conducted.

Dycom is committed to sustainability and ensuring that no harm comes to our employees and anyone who comes in contact with our work. We believe this commitment serves the best interest of our customers, employees, shareholders and the communities in which we live and operate.

At Dycom, we believe that:

1. All incidents and injuries are preventable and we will strive to address every variable that’s under our control to protect the health, safety and security of our people at all times.
2. It is imperative that we meet our customer’s requirements to ensure their satisfaction and continuously seek to improve our performance wherever possible.
3. We must conduct our business in a way that minimizes our impact on the environment through the reduction of waste, resource consumption and emissions.
4. Anyone that conducts business on Dycom’s behalf must perform their jobs in a safe manner and comply with all laws, customer requirements and company policies.

Dycom will communicate openly with stakeholders and we will seek our customer’s and our employee’s participation and feedback to identify areas of concerns and opportunities for improvement. We therefore require the active commitment of our people to embrace these principles and to reflect them in every aspect of the work they perform. Dycom undertakes to keep this policy updated and to continuously improve its Quality, Health, Safety and Environment performance.