



# Teichert Family of Companies Supplier and Subcontractor Code of Conduct

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**Doing business the Teichert Way: Over the decades, Teichert has earned a reputation for honesty, quality, and care. We take pride in our work, in our people, and in being stalwart members of the community.**

Teichert Corporate  
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(916) 484-3011

November 2025

**TEICHERT**  
FAMILY OF COMPANIES

A photograph of construction workers in safety vests and hard hats standing on a gravel surface. A green pickup truck is partially visible in the background. The image is overlaid with a blue gradient on the right side where the text is located.

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**We expect our  
suppliers and  
subcontractors to  
be our partners  
in being good  
stewards of our  
environment.**

Doing business the "Teichert Way"  
to serve our environment.

# Teichert Environmental Leadership

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**Teichert is committed to conducting business in an environmentally responsible manner that is squarely in compliance with environmental laws, regulations, and policy.**

We pride ourselves in not just doing business as usual, but instead on being visionary and forward thinking in all manner of business, including being good stewards of our environment. We want to ensure that we successfully do business while leaving something behind for future generations to enjoy within the communities where we live and work. At Teichert, environmental leadership is not just a catch phrase – it is a continual practice of examining our work and the best way to complete it with the least amount of environmental impact as possible.

We lead by example. We are industry leaders and look for opportunities to partner with federal, state, and local agencies, as well as our neighbours, to deliver products and services in an environmentally sustainable fashion. This approach allows us to play a major role in supporting infrastructure construction while also maintaining the culture and environment in which our employees, customers, and neighbours wish to live.

Our people with their skills and knowledge are Teichert’s greatest asset. We rely on their leadership and commitments to effectively implement Teichert’s Environmental Policy. We continually evaluate our processes for efficiencies and opportunities to improve. Our employees do business “The Teichert Way” and have established a long history of environmental stewardship.

We expect our suppliers and subcontractors to be our partners in being good stewards of our environment.

# Ethical Business Conduct

Teichert fully expects our suppliers and subcontractors to comply with all applicable laws, which include but are not limited to:

Anti-trust

Bribery

Corruption

Extortion

Embezzlement

Insider trading

False Claims

Prohibited Harassment

Federal, State, and Local Safety Rules

**One of our principal values is that we always manage our business within the law and we expect our suppliers and subcontractors to do the same.**

Like our employees, we expect our suppliers and subcontractors to report any current or pending civil or criminal investigations against their firms or any of their employees that involve the owner in anyway. Teichert will in turn inform the owner of any investigations so that they can assess their interest and potential impacts.

Teichert takes a great deal of pride in the way we maintain the highest level of integrity in all of our business dealings. We will not tolerate any corruption or bribery of any kind, either direct or indirect. Employees, suppliers, or subcontractors should not accept any gift of value that may be construed to influence a business decision.

Suppliers will safeguard and only use confidential information appropriately. We will also ensure that all employees' and business partners' privacy and intellectual property rights are protected.

## CONFLICT OF INTEREST

While engaged in work with Teichert our suppliers and subcontractors shall not engage in any activity that creates a conflict of interest or the appearance of a conflict of interest with Teichert or any of our owners. Any potential conflicts must be reported in writing to Teichert as soon as they become known and reviewed by the Finance or Legal team.

If a supplier or subcontractor has a close personal relationship with someone at Teichert or one of our owners that relationship should be disclosed to Teichert.

## ENGAGEMENT WITH EXTERNAL PARTIES


**News Media:** No supplier or subcontractor shall represent itself to the media as speaking on behalf of Teichert or any of our owners. Any media inquiries shall be immediately referred to Teichert's on site representative or to our company spokesperson at (844) 939-7233.

**Public Officials:** In the ordinary course of business a supplier or subcontractor may interact with public officials. You must make sure that while interacting with any government official that you do not violate any government ethics or gifting laws. If you are not sure about those laws, contact Teichert for guidance.



Suppliers and subcontractors will always ensure that all records, disclosures, and communications with Teichert and the owner are complete, fair, and accurate. Records or disclosures that are known to be false or misleading shall not be submitted and should be reported to Teichert.

If there are any concerns about any potential unlawful activities, please report them immediately utilizing Teichert’s toll-free hotline number: (844) 460-6613 or on line at [teichert.ethicspoint.com](http://teichert.ethicspoint.com). We expect that our suppliers will also provide a similar way for people to report potential unlawful activities and that they investigate any claims and take appropriate action.



**Toll-Free Hotline:**  
**(844) 460-6613** or  
[teichert.ethicspoint.com](http://teichert.ethicspoint.com)



## SUPPLIER – SUBCONTRACTOR NETWORK

Teichert believes that it is important to have a robust supplier and subcontractor network. We continuously encourage new companies to join our industry. We encourage innovation in today’s changing and competitive environment.

Teichert is committed to building high performing teams where equal opportunity is welcome, encouraged, and expected.

Teichert has been in business since 1887 and we currently self-perform a substantial portion of work. We do procure many products and services, and subcontract out specialty work, as well as work that we could complete with our staff when needed to meet schedules. When we do outsource, we seek out the services of qualified businesses.



# Labor and Human Rights

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All subcontractors and suppliers are required to treat their employees with respect and dignity, along with maintaining a work environment that is free of discrimination, harassment, and retaliation. Teichert expects that our subcontractors and suppliers meet the following labor and human rights expectations.

## 1 Child Labor Avoidance and Freely Chosen Employment

Child labor, human trafficking, slavery, servitude or bonded, indentured, forced/compulsory, or involuntary prison labor will not be tolerated. Legitimate workplace apprenticeship programs, which comply with all laws and regulations, are supported. All employees shall be free to leave the workplace or to terminate their employment at any time. For more information, see our Prohibition Of Child Labor, Forced labor, and Human Trafficking Policy.

## 2 Humane Treatment

All employees will be treated with dignity and respect. There will be no use of corporal punishment, threats of violence, or other forms of physical coercion or harassment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to employees.

## 3 Freedom of Association

In accordance with local laws, employees have the right to associate freely, join or not join labor unions, seek representation, join workers' councils, and engage in collective bargaining. Employees who act as worker's representatives will not be disadvantaged.

## **4 Equal Employment Opportunity**

Subcontractors and suppliers shall ensure equal employment opportunity to all persons. Applicants are employed, and employees are treated equally without regard to their race, color, religion, sex, age, creed, national origin, citizenship, ancestry, medical condition, genetic information, marital status, sexual orientation, gender identity, family responsibilities, disability, military and/or veterans status, or any other status protected by local, state, or federal law. This includes employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

## **5 Harassment, Discrimination, Intimidation, Coercion, and Retaliation Free Workplace**

Any form of harassment, discrimination, intimidation, coercion, or retaliation, in any aspect of employment, will not be tolerated. This includes behaviour such as comments, jokes, slurs, email messages, pictures, photographs, or other conduct that contributes to an intimidating or offensive environment. Applicable local, state, and federal laws/regulations prohibiting conduct that could reasonably be construed as sexual in nature, discriminatory, intimidating, coercing and/or harassing must be followed. A workplace where employees feel comfortable raising concerns, sharing ideas or requesting guidance without fear of retaliation shall be maintained. Retaliation against anyone, who raises good faith concerns and/or has cooperated in an investigation, will not be tolerated.

## **6 Wages, Benefits, and Working Hours**

Wage payments and benefits must comply with all applicable laws and regulations. Employees shall be informed of the basis on which they are paid via pay stubs or similar documentation and in a timely manner. Deductions from wages as a disciplinary measure will not be permitted. Employees will not be required to work beyond daily and weekly work hour limits as defined and required by any local, state, and/or federal laws/regulations.

## **7 Workplace Violence**

Acts or threats of physical violence, intimidation, harassment or coercion, stalking, sabotage, or similar activities will not be tolerated. Employees who engage in acts or threats of violence will not be allowed to work on a Teichert project/assignment and may have their contract with Teichert terminated.

# Safety

Protecting our employees, customers, the public, all property, and the environment is essential to successfully completing our projects. Care and concern is a core value of Teichert.

Since we value people and property, any injury or incident is an unacceptable event. We are all held accountable for conducting ourselves and our work safely and productively. There is no job so urgent we cannot take time to adequately plan and to do the work in accordance with the provisions of Teichert's Safety and Health Program. We also know that we cannot achieve our safety goals without the help and support of our suppliers and subcontractors. We expect that our suppliers and subcontractors take the same level of care and concern that we do by having the same goal of sending everyone home safely every day. Below are Teichert's basic safety and health expectations for our suppliers and subcontractors. Additional requirements are specified in our contractual language.

## Public Safety

Public safety is of utmost importance. All safety hazards that have the potential to impact the public will be identified and eliminated where possible. If hazards cannot be eliminated, they will be controlled in accordance with Teichert's Safety Program and applicable OSHA standards.

## Vehicle Safety

Many employees, subcontractors, and suppliers operate vehicles as part of their jobs and are expected to operate vehicles safely and in accordance with applicable Department of Transportation (DOT) and Department of Motor Vehicles (DMV) regulations and codes to prevent accidents that may result in injuries and property loss. Teichert considers the use of automobiles part of the working environment and is committed to promoting a heightened level of safety awareness and responsible driving behaviour in its employees, subcontractors, and suppliers.

Safety is an integral part of our business. It is Teichert's expectation that all subcontractors and suppliers are responsible for informing, training, and equipping their employees so we maintain a healthy, safe, engaged, and productive work environment.



## Drugs and Alcohol

Teichert is a drug and alcohol-free employer and has a zero-tolerance policy concerning:

The use, consumption, selling, dispensing, manufacturing, or possession of alcohol and substances regulated as Schedule 1 substances under the Controlled Substances Act (Unlawful Substances).


Employees, suppliers, and subcontractors under the influence of Unlawful Substances at the workplace; and

Employees with any detectable level of Unlawful Substances while performing work for the company.

The consumption or possession (having an open container) of alcohol in company vehicles, on company property, or on job sites by employees, subcontractors, or suppliers is prohibited unless approved by an officer of Teichert. The misuse of alcohol by an employee, subcontractor, or supplier during work hours, on company premises, or while operating within the course and scope of his/her employment is strictly prohibited.

## Weapons in the Workplace

Firearms, ammunition, or any other weapons, including dangerous and hazardous materials are not permitted on the project site unless for a special purpose by permit, and permission has been granted by an officer of Teichert and the client.



Care and concern  
is one of Teichert's  
core values.



Subcontractors and suppliers are responsible for providing safe working conditions and procedures for their employees and others exposed to their operations.

### Emergency Preparedness

Suppliers and subcontractors shall identify potential emergency situations and events associated with the work location and the scope of work to be carried out for or on behalf of Teichert, and minimize potential impacts by implementing the following emergency plans and response procedures, where applicable:

Response equipment and PPE

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Emergency response reporting

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Workforce/public notification and evacuation procedures

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Emergency response training and drills

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Appropriate fire/emergency detection and suppression equipment


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Adequate exit and escape paths and recovery plans

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### Hazard Communication and Industrial Hygiene

Subcontractors and suppliers are responsible for providing safe working conditions and procedures for their employees and others exposed to their operations; informing Teichert of any hazard created by using chemicals necessary to perform their operations; and participating in safety meetings held by Teichert when work within the scope of their contract is in progress. Engineering or administrative controls shall be used to control overexposures to known chemical, biological, and physical agents. When hazards cannot be adequately controlled by such means, the health of the workforce shall be protected by appropriate personal protective equipment and programs.



# Staying on the Cutting Edge.

As our communities continue to grow,  
Teichert and our family of operations will  
be there when it all happens, just as we  
have been since 1887.

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