



## Williams Industrial Services Group Inc.

### Environmental, Social and Governance (ESG) Policy Statement

August 2021

At Williams, our business is to build, improve, and maintain infrastructure that provides essential services to human beings, including clean power and water. As we fulfill our mission, safety will always be given our first and uncompromising priority in planning all of our operating activities to protect employees, clients, and visitors from occupational injuries and illness, property damage and environmental loss or damage. We recognize that often, when we take actions to protect *our* people, we are also necessarily protecting *other* people and the environments in which *we* and *they* live and operate. This relationship between protecting humans and protecting their environments is the common link between our core value of safety and that of sustainability—the need and desire to promote the sensible and sustainable use of natural resources, reduce risks to health and safety, and mitigate the negative impact of our operations and those of our clients, on the environment.

Recognizing the need and responsibility for the safety of our employees and the environments in we operate, Williams considers accident prevention an important and integral part of every operational undertaking and we will make every effort to provide a safe and healthy work environment.

Williams, as an employer, has ultimate responsibility for, and commits to, worker health and safety. As President and Chief Executive Officer of Williams, I share this commitment and will, on behalf of Williams, take every reasonable precaution for the protection of our employees in the workplace. Cooperation and compliance with our safety policies is expected of all employees and is accepted as a condition of employment.

Another essential element of our business is a strong governance and risk and compliance framework which is supported by a number of key policies, procedures, and systems to ensure that we maintain appropriately high levels of personal and professional integrity. To this end, we have an independent, experienced and active Board of Directors which is chaired by an independent director. The Nominating & Corporate Governance Committee of our Board of Directors is specifically tasked with regularly reviewing our ESG policies, programs, initiatives and reporting.

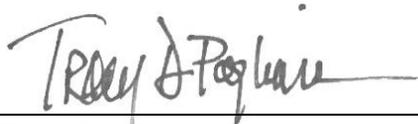
Our Board of Directors, together with our management team, oversees an array of robust corporate compliance programs, including our code of business conduct and ethics, corporate governance guidelines, a whistleblower hotline, proprietary risk-management programs, an executive compensation recovery program, anti-harassment, antitrust, anti-bribery and corruption training and related programs, and compliance policies relating to other areas of our business.

At Williams we have built a respectful, inclusive, fair and equitable work environment that empowers our employees, rewards excellence (one of our core values), and provides the opportunity to our people, wherever they are situated in the company, to develop themselves and our business as we move forward together to the benefit of our stakeholders. We are continuing to seek to build a workforce with diverse experiences, talents, and cultures because we recognize

that individuals with diverse backgrounds, such as gender, age, race, ethnicity, disability, sexual orientation, religion, and veteran's status, bring valuable differences in perspectives, culture and ways of working into our organization. We believe that the different viewpoints and experiences of a diverse workforce can provide benefits to our clients and our employees.

As we continue to implement our ESG policies and procedures, Williams will:

- Provide information, training, and competent supervision in the specific work tasks of our employees to protect their health and safety and the environments in which they are operating
- Maintain safe and healthy working conditions while continually striving for process improvements that promote individual health and safety, environmental sustainability and responsible business practices
- Assess environmental, health, safety and sustainability impacts in connection with all of our material activities and projects
- Furnish fit-for-purpose mechanical safeguards and personal protective equipment, where and when they are needed
- Provide access to appropriate medical and first-aid facilities for work-related injury and illness
- Maintain an active and aggressive environmental, health, safety and sustainability program for all employees, with complete participation, endorsement and support by management
- Maintain a continuous educational program for process safety and environmental improvements, including building awareness of the need to conserve natural resources and, where appropriate, recover, reuse, and recycle materials, consistent with our business functions, client project specifications and job site requirements
- Insist that all employees observe applicable environmental, health, safety and sustainability laws and regulations, best practices, client requirements, and appropriate personal protective measures
- Review any environmental, health and safety incidents to determine their cause and to develop measures to prevent reoccurrence
- Provide periodic communication to employees of our expectations, targets, and progress regarding our ESG practices and procedures
- Monitor compliance with our environmental, health, safety and sustainability policies and procedures and provide disciplinary action, up to and including dismissal, for noncompliance



---

Tracy Pagliara

President & Chief Executive Officer

Williams Industrial Services Group Inc.