

# HUMAN RIGHTS POLICY ER-8

This Policy is organized under the following headings:

## SCOPE GENERAL STATEMENT POLICY

### I. SCOPE

This policy applies to Vulcan Materials Company, its subsidiaries, affiliates, and entities in which it holds a majority interest (including joint ventures), as well as all employees (full time and part time), directors, agents, and contractors. Vulcan will modify and update this policy to comply with any legal or regulatory change affecting its operations or as otherwise necessary. Vulcan’s intention is to comply with all applicable laws. Thus, in the event of any conflict between this policy and applicable law in effect at any point in time, the applicable law will control.

### II. GENERAL STATEMENT

Vulcan is dedicated to protecting the rights of its people and ensuring they are treated with respect and dignity. It is also committed to being a good global corporate citizen and to consistently conducting business in accordance with this standard.

### III. POLICY

#### A. CHILD AND FORCED LABOR

Vulcan does not and will not employ child or forced labor. Vulcan defines “child labor” as work by someone under the age of sixteen (16); the minimum age for employment in that country; or the age for completing compulsory education in that country; whichever is higher. Although Vulcan does not allow unlawful child labor, Vulcan does participate in legitimate workplace apprentice programs if they are defined for technical or vocational

education purposes provided they are in compliance with all applicable laws. Vulcan also does not permit or employ forced, slave, or bonded labor. All employees will be free to terminate their employment at any time, subject to any applicable provisions in a lawful employment contract.

## B. RIGHTS OF INDIGENOUS AND TRIBAL PEOPLES

Vulcan is respectful of the collective rights and unique histories and cultures of indigenous and tribal peoples, also known as First Peoples, First Nations, Aboriginal Peoples, Scheduled Tribes or Native Communities. Given that it conducts business in numerous geographic locations, Vulcan is mindful of the fundamental human rights of its stakeholders. In the case of the rights of Indigenous Peoples where there may be interactions with the business operations of Vulcan, we will work to avoid infringing upon the rights and protections for Indigenous Peoples as set forth in relevant local and national laws, including those laws implementing host country obligations under international law. In projects involving significant potential impacts on land and natural resources traditionally used by the indigenous community, or significant impacts on critical cultural heritage, we will engage in meaningful consultation with directly affected Indigenous Peoples with the goal of achieving mutually agreeable outcomes for the business operation and stakeholders.

## C. CONFLICT MINERALS

Vulcan follows the U.S. Securities and Exchange Commission guidelines regarding any use of Conflict Minerals. Vulcan does not knowingly use or tolerate the use of raw materials

that directly or indirectly contribute to armed conflict or human rights abuses with respect to any of its products.

#### D. EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Vulcan is committed to equal opportunity in the employment context and making every reasonable effort to ensure its employees enjoy a discrimination-free workplace. For more information, see Vulcan's [Fair Employment Policy](#).

#### E. EMPLOYMENT COMPENSATION AND STANDARDS

Vulcan invests in its people, providing the essential training, guidance and supportive environment they need to develop, advance and excel. Vulcan rewards top performers with career advancement opportunities, and compensation is commensurate with performance and position. Vulcan maintains compensation programs designed to support its strategic objectives of attracting and retaining well-qualified and highly skilled employees. Vulcan also strives to administer employee discipline fairly.

#### F. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Vulcan maintains an open door policy, encouraging employees to air their grievances in order to resolve workplace disputes in a healthy and lawful fashion. It also respects employees' right to join or not join unions, and the freedom to bargain collectively in compliance with all applicable laws, without interference, coercion, or retaliation. In instances where employees are represented by a union, Vulcan bargains in good faith with union representatives and is committed to maintaining an open dialogue with them.

## G. WORK ENVIRONMENT - SAFETY, HEALTH, ENVIRONMENTAL & PRODUCT STEWARDSHIP

Vulcan maintains a firm commitment to employee health and safety. It also applies sound business principles to protect and sustain the environment and to ensure solid product stewardship.

- 1. Safety and Health.** Safety is a core tenet of Vulcan's culture. Vulcan strives to ensure a safe and healthy workplace that also promotes the well-being of our employees, contractors and communities. Vulcan's entire organization is committed to ensuring that our people return home as healthy and safe as when they left for work.
- 2. Environmental Sustainability.** Vulcan's commitment to environmental stewardship is built upon long-term initiatives to reduce environmental impacts; run operations effectively to minimize waste; reduce air emissions and conserve water; improve energy efficiencies and explore alternative energy sources; and seek ways to reduce our carbon footprint.
- 3. Good Stewards of Natural Resources.** Vulcan is mindful of the importance of biodiversity protections and preservation at its sites and conducts its operations with this in mind by creating biodiversity offsets in case of disruptions caused by its operations. We strive to develop and maintain quality habitat for wildlife, conservation energy, and community outreach initiatives. We take into account the interests of our communities, society, and future generations to be good stewards of natural resources.

## H. WORKPLACE SECURITY

Vulcan does not tolerate any type of workplace violence committed by or against employees, and it expects all employees to perform their jobs without committing violent acts toward any other individual. Actual and threatened acts of workplace violence will be taken seriously by Vulcan, and Vulcan will swiftly take steps to investigate, address, and resolve any such problems.

## I. NON-HARASSMENT

The work environment of Vulcan is to be free from unlawful intimidation, hostility, harassment or other offenses that might interfere with work performance. Vulcan specifically prohibits any form of unlawful harassment by or from employees, contractors, suppliers, and/or customers. See Sexual Harassment Policy and Unlawful Harassment and Anti-Retaliation Policy.

## J. PRIVACY FOR EMPLOYEES AND STAKEHOLDERS

Vulcan respects others' privacy and complies with all applicable data privacy laws. Vulcan responsibly collects, processes, and transfers personal information in accordance with its Privacy Policy unless it conflicts with stricter requirements of applicable law, in which case such law will apply. See Privacy Policy at <https://www.vulcanmaterials.com/privacy-policy>.

## K. COMMUNITIES

Vulcan recognizes it has garnered a solid reputation as a good corporate citizen in the communities in which it operates by nurturing healthy relationships with employees, directors, contractors, customers, vendors, shareholders, and community citizens. Vulcan does this through involvement with community organizations and foundations as well as creating opportunities to engage in meaningful dialogue with local stakeholders. Vulcan employees are dedicated to being responsible and active members of our communities wherever we operate. Vulcan encourages and supports employees who wish to participate in company-sponsored volunteer events, to be actively engaged in civic, charitable and education projects that strengthen the communities in which we operate, and to take advantage of Vulcan Foundation programs and the Company's Matching Gifts Program to provide funding to local charities.

## L. REPORTING

If you believe you have observed a violation of this policy, or have a good faith belief that a violation may occur or may have occurred, please report this to a Vulcan manager, Human Resources professional, or a member of Vulcan's Legal Department. Alternatively, if you wish to raise your concern anonymously, you may do so by calling the Business Conduct Helpline in the U.S. at 1-800-615-4331; in Mexico at 01-800-225-4220; and in the Bahamas at 1-800-872-2881, at the prompt dial 800-615-4331.

#### M. MANAGERIAL AUTHORITY

Vulcan's Vice President, Human Resources, and its Vice President, External Affairs and Corporate Communications, are responsible for the implementation and enforcement of this policy.

#### N. NON-COMPLIANCE

Any employee who fails to comply with this policy may be subject to discipline up to and including termination.