



DYCOM HUMAN RIGHTS POLICY

This global Human Rights 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 business is conducted.

Dycom’s Commitments

We believe in fostering an environment in which everyone is treated with dignity and respect. We expect our employees and suppliers to comply with the law in each place we do business and to abide by our Code of Business Conduct and Ethics, our policies, and our processes in all of their business activities. We also provide training for every employee on our Code of Business Conduct and Ethics and require that each employee certify they have read and understand it.

Dycom is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. Dycom is an equal opportunity employer and recruits, hires, trains, promotes, compensates and administers all personnel actions without regard to any legally protected status. In addition, Dycom:

- Recognizes its responsibilities with regards to workplace health and safety, and employee privacy;
- Prohibits corruption in all its forms, including extortion and bribery;
- Prohibits the use of forced labor and child labor;
- Does not tolerate any form of harassment or discrimination;
- Works to ensure compliance with applicable labor and employment laws, including those regulating wages and hours; and
- Follows all laws related to employees’ right to organize and collective bargaining.

Dycom respects international human rights principles. We are committed to the principles outlined in the United Nations Global Compact and strive to align with those outlined in the Universal Declaration on Human Rights, its Guiding Principles on Business and Human Rights, and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work (ILO ’98).

Dycom is also committed to operating at the highest ethical standard, with a workforce that is focused on integrity. Our commitment to these concepts is bolstered by our dedication to inclusion, which provides our workforce with carrying perspectives, expertise and experiences, and contributes to an engaged workforce.

Our Shared Responsibility

All Dycom employees are responsible for ensuring compliance with this policy. Employees are encouraged to ask questions and raise any concerns with their manager or Human Resources, or to submit a report via our 24-hour hotline (available at: www.dycom.ethicspoint.com). Dycom will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate. In developing and amending this policy, Dycom seeks to foster engagement with key stakeholder groups.