

Human Rights Policy

Policy Statement

Tetra Tech promotes a responsible employment environment through a commitment to equal opportunity employment. We embrace a diverse workforce and recognize and respect qualities such as gender identities, age, race, ethnicity, national origin, culture, religious or political beliefs, language, education, socioeconomic background, veteran status, family or relationship status, sexual orientation, genetics, and/or disability. This policy applies to operations, suppliers, vendors and partners worldwide, regardless of geographic location. Tetra Tech also respects and adheres to universal principles and norms that protect human rights in employment, including the freedom of association and the rights of workers to lawfully and peacefully associate, organize, and bargain collectively.

Purpose

Tetra Tech joined the United Nations (UN) Global Compact, a call to action for companies to align their business strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. This policy lays out our commitment to the UN Global Compact and other applicable practices that we engage in to ensure sound human rights in all areas of our operations.

Commitment

Tetra Tech is committed to upholding international human rights as set out by the Universal Declaration of Human Rights, the International Labor Organizations' (ILO) Declaration on Fundamental Principles and Rights at Work and its core Conventions (on child labor, forced labor, freedom of association and collective bargaining and non-discrimination) and the Ten Principles of the United Nations Global Compact to which we are a signatory. Tetra Tech is committed to upholding UN Global Compact principles as part of our corporate strategy, culture, and daily operations. We engage in collaborative projects to advance sustainable development goals. Tetra Tech is committed to upholding the following human rights principles:

- Support and respect the protection of internationally proclaimed human rights
- Ensure that practices are not complicit in human rights abuses
- Uphold the freedom of association and effective recognition of the right to collective bargaining
- Eliminate all forms of forced and compulsory labor
- Abolish child labor and human trafficking
- Eliminate discrimination in the workplace

Tetra Tech supports the UN Sustainable Development Goals, which include the human right to clean, accessible water.

Tetra Tech's commitment to human rights is reinforced through our Corporate Code of Business Ethics and Conduct. Upon joining the company and then every other year thereafter, all Tetra Tech employees are required to complete Ethics and



Compliance training, which covers the principles of the Corporate Code of Business Ethics and Conduct. Employees are encouraged to report behavior that runs counter to the Corporate Code of Business Ethics and Conduct or Human Rights Policy by using any or all of the following resources: Human Resources Department, the Company's General Counsel and Chief Compliance Officer, Tetra Tech's Anonymous Whistleblower Hotline, or the Anonymous Online Ethics Reporting Portal.

Tetra Tech is committed to stakeholder involvement in the implementation and evaluation, for continuous improvement, of the Human Rights Policy. The company's Human Resources Council meets regularly to monitor risks and compliance associated with human rights, in our operations and supply chain, and updates policies and procedures to avoid and minimize any negative human rights impacts resulting from our operations.

This policy is reviewed annually by our Human Resources Council and signed off by our General Counsel reporting into our Board of Directors who provide oversight of our programs.