



Human Rights Statement

Tutor Perini Corporation is committed to and fully supports internationally recognized human rights and does not condone human rights violations. Our commitment to respecting the rights of our employees and the people with whom we do business is fundamental to the way we conduct our operations. Our approach to human rights is guided by the United Nations Universal Declaration of Human Rights. These principles are consistent with our own philosophy and values toward our workplace.

Our Workplace

We endeavor to provide safe, inclusive and respectful workplaces, in both our own operations and those throughout our supply chain. We strive to be the most safety-centric construction company in the world. We provide a clean, safe and healthy work environment. The health, wellness and safety of our workers is our number one priority. Everyone has the right to a safe and healthy workplace with appropriate rules and practices for reporting and preventing accidents, injuries and unsafe conditions, procedures or behaviors.

We recognize our employees' right to freedom of association and respect the right to engage in collective bargaining where permissible by law. We are committed to diversity and inclusion throughout our business. We seek individuals from all backgrounds to join our teams.

We do not tolerate the use of child labor, forced labor or human trafficking in any form—including slave labor, prison labor, indentured servitude or bonded labor. We are committed to ensuring that all workers are treated equally and we do not tolerate discrimination based on race, color, national origin, gender, gender identity, sexual orientation, religion, creed, the presence of any physical, sensory, or mental disabilities, age, political ideology, pregnancy, citizenship, migrant status, veteran status, ethnicity, ancestry, caste, marital or family status, or other legally protected status in hiring and working practices, such as in job applications, promotions, job assignments, training, wages, benefits and terminations. Our aim is to ensure that our employment decisions and actions are based only on business-related considerations—focused solely on an individual's ability to perform the work, not on their personal characteristics. As outlined in our Corporate Compliance Manual, we do not tolerate discrimination, violence, threatening behavior or harassment.

Tutor Perini Corporation expects and encourages everyone in our business to embed these principles into their everyday work, and we support employee training to raise awareness on these values and principles. We strive to evaluate and understand the impact of each part of our business on human rights, to adopt and support grievance mechanisms, to address and mitigate negative impacts if and where they may exist, and to invest in the people behind the services we provide and projects we build. Our people will always be our greatest asset and critically important for our future growth and success.