

PROTECTING OUR ENVIRONMENT

At Sterling Construction Company, Inc. (“Sterling”), we understand that what we do has an immediate and significant positive impact on improving human conditions. Our water/wastewater system, road, bridge, and airport projects define the fabric of our civilization. Everything we do focuses on the needs of our ever-growing society; from water delivery systems to the transportation systems that connect our civilization. We believe our long-term success depends on our consistent value we deliver to our customers, employees, suppliers, shareholders and all stakeholders.

We are committed to protecting the environment at every project site and throughout our footprint to ensure we protect the communities where we live and work and beyond. Our Environmental Statement outlines our commitments, and applies across all Sterling businesses and subsidiaries. We ask our suppliers, partners, vendors and other third parties that do business with us to share our corporate commitments and standards.

Implementation & Governance

Our board of directors as a whole is responsible for risk oversight, with reviews of certain areas being conducted by the relevant board committees that report to the full board. The governance/nominating committee assists our board in fulfilling its oversight responsibilities with respect to the management of risks associated with health, safety, and environment (HSE), and environmental, social, and governance (ESG). Our board believes that full and open communication with executive management is essential to effective risk oversight, including enterprise risk assessment and risk mitigation strategies. Executive management attends all regularly scheduled board meetings and addresses any questions or concerns raised by our board on risk management.

- + This statement is reviewed annually and updated as needed.
- + We integrate environmental considerations into strategic planning and business processes, including due diligence in merger and acquisition activity.
- + We provide adequate training, communications and resources to our employees to promote awareness and sound environmental practices.

Our commitment to protecting our environment includes:

Stakeholders & Communities

- + We engage and consult with key stakeholders on environmental issues.
- + We partner with our communities to help build strong, safe and healthy communities.

Customer Solutions

- + We collaborate with our customers as a trusted partner in addressing environmental challenges.
- + We consistently strive to be innovative to deliver environmental solutions for our customers’ needs.

Compliance

- + We strive to meet or exceed all compliance obligations, including local, state and national environmental regulations.

Continuous Improvement & Monitoring

- + We take immediate action to report and respond to situations that may negatively impact the environment.
- + We continuously improve our environmental performance and strive to eliminate or reduce our impacts by minimizing waste through reuse and recycling.
- + We utilize energy efficient measures at all of our office locations, project sites and facilities.
- + We recognize water availability concerns and practice safe and efficient water management and conservation measures.
- + We monitor emerging environmental trends and issues that may impact our business.