

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 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 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 Conduct. Employees are encouraged to report behavior that runs counter to the Corporate Code of 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 and updates policies and