

Human Rights Policy

Accountability, Commitment and Teamwork are fundamental values at Northwest Pipe Company and our employees are some of our most critical assets. As part of our commitment to our employees, Northwest Pipe Company strives to promote and support human rights at our facilities. We support the fundamental principles outlined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights and we incorporate these principles into our policy. Components of this policy are echoed in other more detailed policy, including our Code of Conduct and Business Ethics.

This policy applies to all employees of Northwest Pipe Company across all locations.

Safety

Our goal is to send each employee home safe at the end of the day. As such, safety is at the central core of Northwest Pipe Company's culture, and is infused at every level of our organization. We comply with strict internal requirements, as well as applicable health and safety laws and regulations. More than just policy and procedure, our program gives equal focus to the human side of safety, integrating coaching and mentoring efforts with compliance-driven approaches.

Diversity and Inclusion

Northwest Pipe Company is an equal opportunity employer. As such, it is our policy to attract and retain the employees according to their abilities and performance. Employment decision are made without regard to race, age, religion, color, national origin, citizenship, physical or mental disability, marital or veteran status, gender, sexual orientation, sexual preference, gender identity or gender expression, genetic information, or any other classification protected by law.

The Company employs affirmative personnel measures to ensure the achievement of equal employment opportunities in all aspects of employment and the work environment. These policies of nondiscrimination will prevail throughout every aspect of the employment relationship, including but not limited to recruitment, selection, compensation, promotion, demotion, transfer, layoff, recall from layoff, termination, selection for training and dispute resolution.

In addition to our affirmative efforts to achieve equal employment opportunities in all aspects of employment and the work environment, Northwest Pipe Company is committed to cultivating a team with a foundation grounded in diversity and inclusion.

Diversity and inclusion are integral to our employee experience. We are committed to providing a work environment for all employees that is welcoming, respectful, and engaging, with opportunities for personal and professional development.

Northwest Pipe does not tolerate conduct by any employee that discriminates, harasses, disrupts or interferes with another's work performance or which creates an intimidating, offensive, or hostile environment. Retaliation against a person who has made a complaint or given information regarding possible violations of this policy is also prohibited.

Rights of Women

Northwest Pipe Company is committed to recognizing and supporting the fundamental rights and freedoms of women, which include but are not limited to the right to live free from violence, slavery, and discrimination; the right to education; the right to own property; the right to vote; and the right to earn a fair and equal wage.

Rights of Indigenous Peoples

Northwest Pipe Company recognizes and supports the fundamental rights and freedoms of indigenous peoples as outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

Working Conditions, Work Hours, Wages and Benefits

We are committed to providing employees with compensation and benefits that are fair and equitable for the type of work and geographic location where the work is being performed, and in accordance with the terms of applicable collective bargaining agreements.

Each facility establishes work hours that are appropriate to meet business needs while still complying with applicable laws and/or collective bargaining agreements.

All Northwest Pipe Company employees are provided with reasonable rest breaks, access to restroom facilities and safe drinking water at their places of work.

Workplace Security

Northwest Pipe Company is committed to maintaining a work environment where our employees feel safe and free from harassment, intimidation, violence and any other internal or external conditions that are unsafe or disruptive to the work environment. We provide proactive security measures at our facilities as needed while balancing a commitment to respect for the privacy of our employees.

Freedom of Association

Northwest Pipe Company respects our employees' rights to join or not join any lawful organization of their own choosing without fear of reprisal, intimidation or harassment. When our employees are represented by a legally recognized union, we are committed to bargaining in good faith with their chosen representatives.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

Northwest Pipe Company prohibits the hiring of individuals who are under 18 years of age.

Training

Northwest Pipe Company provides periodic training of different elements of this Human Rights Policy to ensure that our employees are aware of our expectations regarding our values and the provisions of this and other key company policies. Our employees have access to this policy through both our intranet and internet sites.

Reporting

We believe that undisclosed problems will remain unresolved and will lead to impaired work relationships, dissatisfaction with working conditions, and a decline in operational efficiency. Any employee who believes that a conflict exists between the language of this policy and the laws, customs and practices of the location where they work, has questions about this policy or would like to report a potential violation of this policy should contact their supervisor or their local Human Resources representative.

Employees who do not feel comfortable raising their concerns directly with their supervisor or Human Resources can also report suspected policy violations anonymously to the Company's hotline at 1-800-398-1496. The hotline is administered by Lighthouse Services, an independent third party.

Every concern reported is taken seriously, treated confidentially and fully investigated by the appropriate personnel.