

Barr Engineering Co., including its subsidiaries and affiliates, (Barr) conducts business according to high ethical and moral standards and in compliance with all applicable laws, rules, and regulations. Barr expects its business partners, subcontractors, and subconsultants (each a “Partner” and collectively, “Partners”) to follow all applicable legal and regulatory requirements and conduct business consistent with Barr’s Partner Code of Conduct (Code). Partners who work with Barr will share our commitment to the principles outlined in this Code by adopting and promoting the commitments in the Code.

You can access the Ethics and Compliance Hotline anytime by calling 866-375-1559 or emailing [compliance@barr.com](mailto:compliance@barr.com)

## As a Partner to Barr, you agree to:

**Code** • Follow this Code and not direct, participate in, approve, or tolerate any violation of this Code.

**Law and Rule of Law** • Comply with all applicable laws and regulations and respect the rule of law.

**Reporting** • Report all suspected violations of the Code or potentially unethical behavior by anyone, including Barr officers, directors, employees, agents, customers, subcontractors, suppliers, and contractors, to the Barr Corporate Compliance Team or Barr’s Ethics and Compliance Hotline. • Establish and uphold policies and procedures that enable workers to report violations, misconduct, or grievances without fear of retaliation, ensuring appropriate resolution.

**Business Records** • Maintain accurate financial and business records.

**Anti-Bribery** • Not engage in any form of bribery, fraud, or corruption, and report all violations expediently to Barr and the proper authorities, as appropriate.

**Intellectual Property** • Respect the intellectual property rights of others.

**Anti-Trust and Fair Competition** • Comply with all applicable antitrust and competition laws that are designed to protect and promote fair competition. • Refrain from using formal or informal agreements—whether successful or not—with competing companies that attempt to unlawfully restrict trade.

**Professional Behavior, Competence, and Qualifications** • Provide opinions from professionals that are truthful, objective, and based on adequate factual evidence and professional knowledge. • Be transparent regarding the source of facts and information and strive to preserve the integrity of data and information that is relied upon or that is reported. • Uphold the honor, integrity, and dignity of the professions represented. • Practice only in areas of competence or under supervision of a competent professional, represent professional qualifications and experience truthfully, and maintain the professional certification(s) represented.

**Conflict of Interest** • Avoid situations in which Partner interests or activities influence (or appear to influence) its ability to act in Barr or Barr’s client’s best interest (e.g., conflict with the interest). • Disclose to Barr any real, potential, or perceived conflicts of interest.

**Confidentiality** • Protect the confidential information of Barr and Barr’s clients using reasonable care and as if it were your own. • Report immediately to the Barr Ethics and Compliance Hotline any actual or suspected potential breach, leak, theft, or destruction of confidential information whether in physical or digital format.

**Anti-Discrimination/Harassment** • Treat all persons with respect and dignity and reject all forms of discrimination and harassment. • Avoid discrimination and/or harassment because of race (including hairstyle/texture), color, religion, sex, sexual orientation, gender identity or expression, age, marital status, citizenship, national origin, genetic information, physical or mental disability, pregnancy, because an individual is a disabled veteran, recently separated veteran, other protected veteran, or Armed Forces service medal veteran (Protected Status), or any other characteristic protected by law.

**Human Rights** • Not tolerate, engage in, or support human trafficking, child labor of any kind, or forced, prison, or indentured labor. • Uphold the human rights of your employees and those impacted by your business.

**Health and Safety** • Comply with applicable health and safety laws and regulations. • Provide workers with a safe and healthy workplace. • Protect the health, safety, and welfare of the public in the conduct of your work.

**Environment** • Respect the environment in the performance of your work and follow applicable environmental rules and regulations. • Consider and balance societal, environmental, and economic impacts, and to the extent possible use resources wisely, mitigate adverse effects, and minimize resource depletion.