

EMCOR GROUP, INC.
Recycling Policy



EMCOR GROUP, INC. RECYCLING POLICY

EMCOR Group, Inc., together with each of its operating subsidiaries (collectively, “EMCOR,” the “Company,” “our” or “we”) is committed to reducing waste and encouraging recycling in our operations as part of our broader commitment to preserving natural resources. The purpose of this Recycling Policy (this “Policy”) is to establish recommended standards for our companies’ recycling efforts.

This Policy is issued in conjunction with our Environmental Overview Handbook, Environmental Policy and Environmental, Health and Safety Policy (the “Environmental Policies”), each of which is incorporated herein by reference and copies of each of which can be found at our website at www.emcorgroup.com. This Policy applies to all Company facilities and operations. When differences arise between this Policy and any legal requirement, the stricter standard shall apply where permitted by applicable law.

Recycling Program Criteria

To the greatest extent possible, all EMCOR companies are encouraged to implement a waste reduction and recycling program that adheres to the following criteria:

- Avoid the purchase, use, and disposal of non-compostable single-use plastics, including bottles, utensils, cups, and plates.
- Recycle paper, cardboard, glass, plastic, aluminum, and all other recyclable materials. (Please see the Special Waste Disposal section of this Policy for further guidance.)
- Dispose of recyclable refuse in a dedicated disposal stream separate from non-recyclable waste, further segregating by material if required by another EMCOR policy or any law, regulation, code, or waste service provider policy.
- To the greatest extent possible, reduce paper waste associated with printing by distributing and retaining documents in an electronic format whenever feasible.
- Consider the breadth of recyclable materials collected as a criterion when selecting a waste service provider.
- Post signage in public spaces and around refuse containers as appropriate to inform employees and visitors of EMCOR’s recycling policy and provide guidance in the disposal of waste in compliance with this policy.

Special Waste Disposal

All of our facilities and operations are required to provide a separate disposal stream for special wastes, including hazardous wastes, used oils, electronics, batteries, and light bulbs. More information about the policies and procedures applicable to special waste disposal can be found in the Environmental Policies.

Improvement Efficiency and Reusability

At EMCOR, we excel at helping our customers improve energy efficiency and reduce their environmental impact. We are similarly dedicated to reducing our own impact by improving energy efficiency at our facilities and reducing unnecessary or wasteful consumption of finite natural resources in our operations. Whether in the office or on a jobsite, we encourage our companies to consider waste reduction and reuse when making procurement and disposal decisions. This includes the use of single-use or non-recyclable products and seeking out sustainable solutions in our supply chains where possible.

Expectations of Business Partners

EMCOR encourages its vendors and other business partners to comply with the spirit of this Policy and appropriately manage their waste generation and disposal. As set forth in our Vendor Code of Conduct, all of our vendors are required to comply with applicable laws, including environmental, health and safety laws and regulations relating to hazardous materials, air emissions and waste.