

MasTec, Inc. Human and Labor Rights Policy

February 2020

This Policy is applicable to all employees, officers, directors and anyone else acting on behalf of MasTec Inc. or any of its subsidiaries (collectively “MasTec” or “the Company”). The concepts in this Policy are generally derived from MasTec policies and practices already in place and also incorporate the concepts of local laws and statutory requirements as well as internationally recognized human rights, as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.

MasTec is committed to the protection and advancement of human rights in all its operations

MasTec’s commitment to the protection and advancement of human rights provides a strong foundation on which the Company’s business and reputation can thrive, and is integral to creating and sustaining a successful, high-caliber company. The Company’s reputation depends on the conduct of its directors, officers and employees, and each must play a part in maintaining the Company’s commitment to the protection and advancement of human rights in its worldwide operations. MasTec similarly encourages its business partners, including its subcontractors, suppliers and customers, to share its commitment to respect internationally recognized human rights and uphold the same principles contained in this Policy.

Non-Discrimination and Harassment

MasTec is committed to equal opportunity and workplace environments that value diversity, inclusion and dignity and that is free from unlawful discrimination and harassment on the basis of race, color, national origin, religion, religious creed, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, veteran status, marital status, citizenship status, military status, pregnancy, medical condition, genetic information, physical or mental disability or any other characteristic protected by law. Our policy of non-discrimination applies to all aspects of employment, including hiring, salary, advancement, benefits, discipline, termination or retirement. All employees and anyone doing business with MasTec will be treated with respect. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind.

Slavery, Human Trafficking, Forced Labor and Child Labor

MasTec believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. MasTec vehemently opposes all forms of slavery, human trafficking, forced labor and child labor and MasTec is fully committed to complying with applicable laws prohibiting such exploitation.

Working Conditions/Working Hours/Fair Wages/Compensation

MasTec is committed to ensuring healthy and safe workplaces and requires compliance with all applicable laws and regulations governing working conditions, hours, and wages.

Workplace Security

MasTec seeks to maintain a workplace that is free from violence, harassment, intimidation or other unsafe and disruptive conditions.

MasTec respects employees' freedom of association/right to collectively bargain

MasTec is committed to an open and constructive dialogue with our employees and, if applicable, with their representatives. MasTec recognizes employees' right to join organizations of their choice that represent them consistent with local organizing laws, without fear of reprisal, interference, intimidation or harassment. MasTec is committed to constructive dialogue with these organizations or, where appropriate, to bargain collectively and in good faith in accordance with applicable law. Employees who act as representatives are neither disadvantaged nor favored in any way.

Reporting Violations

Any concerns regarding possible violations of this Policy should be communicated to your Human Resources Contact or the MasTec Legal Department at (305) 599-1800. Concerns can also be reported anonymously and confidentially to Convercent (www.convercent.com/report or 1-800-461-9330). You have the Company's commitment that it will not tolerate any retaliation against any individual who has in good faith raised any concern or possible violation of the Policy.

Accountability

MasTec's Nominating, Sustainability and Corporate Governance Committee of the Board of Directors has overall responsibility for oversight of this policy and will conduct a periodic review to ensure its continuing suitability. MasTec's senior leadership is responsible for implementing the principles of this policy into its work planning and execution.