

Human Rights Policy

At Willdan Group, Inc., and its subsidiary companies, (collectively, “Willdan”) we recognize that respecting human rights is not only a moral imperative, but also essential to the long-term sustainability of our organization and to building strong relationships within the communities in which we operate. All principles represented herein should be supported by all individuals and organizations with whom we work, including employees, contractors, vendors, third parties or partners, regardless of geolocation.

Willdan’s Code of Ethical Conduct is the foundation of our commitment to human rights. The Code of Ethical Conduct Policy formalizes our integrity, our sound judgment, our ethical conduct, and our adherence to laws. Furthermore, nothing in this Human Rights Policy prohibits an employee or other third party from reporting concerns to, filing a charge or complaint with, making lawful disclosures to, providing documents or other information to or participating in an investigation or hearing conducted by the Equal Employment Opportunity Commission, National Labor Relations Board, Securities and Exchange Commission, or any other governmental, federal, state or local agency charged with the enforcement of any laws.

This Human Rights Policy (“Policy”) operates in coordination with our Code of Ethical Conduct and outlines how we aim to protect human rights through our daily business practices and operations as expressed in the United Nations (“UN”) Guiding Principles on Business and Human Rights.

Commitment

Willdan adheres and supports the UN Global Compact’s Ten Principles on human rights, labor, environment, and anti-corruption. Further, Willdan is committed to upholding and promoting human rights including in the following areas:

Working Conditions

- Willdan treats all people with respect and integrity; we conduct our business fairly and ethically.
- Willdan provides just and favorable working conditions and reasonable working hours across the organization. Our employees' wages and salaries meet minimum wage regulations in all regions of operation, and we strictly adhere to relevant laws and regulations concerning working conditions, hours, and remuneration. As part of our commitment to human rights, we provide reasonable working hours and a fair, living wage for our employees.

Equal Employment Opportunity

- Willdan is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee based on any legally-recognized basis, including, but not limited to: race, color, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), national origin or ancestry, citizenship status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status or any other status protected by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers.

Sexual and Other Unlawful Harassment

- Willdan is also committed to providing a work environment that is free of prohibited harassment or bullying. As a result, Willdan maintains a strict policy prohibiting sexual harassment and harassment against any applicants or employees based on any legally-recognized status, including, but not limited to: race, color, religion, sex, pregnancy (including lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), national origin or ancestry, physical or mental disability, genetic information (including testing and characteristics), veteran status, citizenship status, uniformed servicemember status or any other status protected by federal, state, or local law.
- This commitment applies to all persons involved in Willdan's operations, regardless of their position, and prohibits harassing conduct by any employee or other persons involved in its operations, including but not limited to, supervisors, managers, and nonsupervisory employees. Willdan's policies also protect employees from prohibited harassment by third parties, such as customers, vendors, clients, visitors, or temporary or seasonal workers.

Child Labor

- Willdan will not tolerate the use of child or forced labor in any of its operations and facilities. For purposes of this Policy, a "child" is anyone who is less than 15 years of age. Willdan will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
- Willdan supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health and compulsory education are not compromised in any way, and they are fairly compensated in compliance with all wage and hour laws and regulations.

Human Trafficking and Modern Slavery

- Willdan is committed to a work environment that is free from human trafficking and slavery, which includes forced labor and unlawful child labor. Willdan will not tolerate or condone human trafficking or slavery in any part of our organization. Willdan employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom Willdan conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.
- The risk of human trafficking and modern slavery in Willdan's operations is low because Willdan is a provider of professional services. However, we will continue to monitor and educate our employees regarding potential areas of risk and take prompt and appropriate remedial action if we become aware of a potential risk of modern slavery or human trafficking.

Freedom of Association and Collective Bargaining

- Willdan respects each employee's right to freedom of association and employee's rights provided under state or federal law, including Section 7 of the National Labor Relations Act. This includes the right to communicate with others concerning wages, hours, benefits, and other terms or conditions of employment; to self-organize, form, join or assist labor organizations; to bargain collectively through representatives of the employees' choosing; to engage in other concerted activities for the

purpose of collective bargaining or other mutual aid or protection; or to refrain from engaging in such activities.

Employee Health and Safety

- Willdan recognizes that all employees have a right to a safe and healthy workplace, and we are committed to protecting the health and safety of our employees and other third parties in the workplace.
- Willdan employees are required to comply with health and safety policies and procedures; no employee is to be directed to complete a task that cannot be done safely. All employees and third parties in the workplace are empowered to stop work if working conditions or behaviors are unsafe.
- Willdan employees are required to actively participate in our health and safety programs. This includes implementation of safe work practices, reporting of incidents and unsafe conditions, and completion of mandatory health and safety training courses.

Speaking Up

Willdan is committed to creating a work environment that fosters open communication and supports employees in reporting potential violations of Willdan policies or the law. Employees, key stakeholders and third-party individuals in our operations or extended supply chain can report violations at the Willdan Ethics Hotline, which is staffed by an independent third party and includes, where permitted by local law, an anonymous way to report concerns. We are committed to reviewing all allegations of wrongdoing with trained teams who ensure thorough, impartial, and fact-based investigations. Retaliation for raising concerns in good faith will not be tolerated.