

## **Exhibit A**

### **Responsible Contractor Policy for Contractors**

The Company selects contractors through a process that includes consideration of maximization of risk-adjusted returns and factors such as, but not limited to, demonstrated skill, experience, dependability, fees, safety record, and adherence to the Policy.

#### **I. Requirements**

This Policy provides that the following requirements shall be met by all independent contractors, including independent operating managers and their employees, and their subcontractors (collectively the “contractors”):

- All contractors and subcontractors must observe all applicable local, state, and national laws including, but not limited to, those pertaining to insurance, withholding taxes, minimum wage, labor relations, and health and occupational safety.
- Any contractor of the Company must be a Responsible Contractor, as such word is defined below.

#### **II. Definition of a Responsible Contractor**

A “Responsible Contractor”, as used in this Policy, is an independent contractor who provides high-quality services to the Company on a comparable and relevant basis in the applicable local market, consistent with the desired contracting criteria, and pays hourly workers a fair wage and fair benefits. “Fair benefits” are defined as including, but not limited to employer-paid family health care coverage, pension benefits, training, and/or apprenticeship programs. What constitutes a “fair wage”, and a “fair benefit” will depend on the wages and benefits paid on comparable infrastructure projects, based upon local market factors that include the nature of the project (e.g., municipal, or commercial; public or private), comparable job or trade classifications and the scope and complexity of services provided.

#### **III. Responsibilities**

The Company’s contractors will have responsibility for the following:

- Submit to the Company a statement regarding its status as a Responsible Contractor.
- Communicate this Policy to subcontractors; and
- Provide Responsible Contractor documentation to the Company, if applicable.

#### **IV. Contact Information**

If you have a question about this Policy, talk to your contact at the Company. If your point of the contact at the Company is unsure or has additional questions, they can call the Compliance Department or Procurement Department.

#### **V. Signature, Title and Date of Approval**

DocuSigned by:  
  
EDC65C2446B9402...  
Donna Schempp  
Senior Vice President & Chief Administrative Officer

Date of Approval: 6/17/2024