

EASTERN MECHANICAL SERVICES, INC.

NOTICE OF ELECTRONIC MONITORING

In accordance with Connecticut law regarding electronic monitoring in the workplace, Eastern Mechanical Services, Inc. provides employees with notice that electronic monitoring equipment is used in certain areas of Company property and in certain Company vehicles.

SAFETY • SECURITY • PROTECTION OF COMPANY PROPERTY
Electronic monitoring is not used to constantly watch or continuously observe employees.
CAMERA SYSTEMS DO NOT RECORD SOUND OR AUDIO.

PURPOSE OF ELECTRONIC MONITORING

Eastern Mechanical Services, Inc. uses electronic monitoring primarily for the **safety of our employees, visitors, vehicles, and facilities, and for the security and protection of Company property.**

COMPANY BUILDINGS AND PROPERTY

Video surveillance cameras are located in certain areas of Company property, including:

- Exterior areas surrounding Company buildings and facilities
- Building entrances and exits
- Exterior and parking areas
- Warehouse areas

These cameras are maintained for safety and security purposes and for the protection of Company property. The cameras record **video only and do not record sound or conversations.** Recorded video may be reviewed when necessary in connection with a safety concern, security matter, accident, incident, property damage, theft, or other appropriate business-related investigation.

COMPANY VEHICLES

Certain Company vehicles are equipped with camera systems for **driver safety, vehicle safety, and security purposes.** These systems may include:

- **Forward-facing cameras** that record roadway and driving conditions; and
- **Cab-facing cameras**, which may be utilized as needed for safety and security purposes.

Company vehicle cameras record **video only. Audio/sound recording is not enabled.** Vehicle camera systems are intended to support employee and public safety, protect Company vehicles and property, and provide information when reviewing accidents, incidents, or safety concerns. The presence of these systems does not mean employees are being continuously or actively watched.

EMPLOYEE PRIVACY

Eastern Mechanical Services, Inc. respects the privacy of its employees. Electronic monitoring will not be conducted in areas where employees have a reasonable expectation of personal privacy or where electronic surveillance is prohibited by applicable law.

NOTICE TO EMPLOYEES

Employees should be aware that activities occurring in the locations described in this notice may be electronically monitored and/or recorded by video. Recordings may be accessed or reviewed when reasonably necessary for safety, security, protection of Company property, or investigation of an accident or incident.

NO AUDIO OR SOUND IS RECORDED BY THESE CAMERA SYSTEMS.
Electronic monitoring is intended to help maintain a safe and secure workplace - not to provide continuous observation of our employees.

EASTERN MECHANICAL SERVICES, INC. | Effective October 1, 2026

PLEASE POST IN A CONSPICUOUS LOCATION ACCESSIBLE TO EMPLOYEES