

PSEG LGBTQ+ Inclusion Pledge

PLEDGE PURPOSE

Despite the progress made in advancing equal rights for LGBTQ+ (lesbian, gay, bisexual, transgender and queer or questioning) people in the past decade, the community still experiences adversity and hardship in many areas of life, with employment being one of the most problematic areas. And, while many states and counties have laws in place that prohibit employment discrimination on the basis of sexual orientation and gender identity, there is no federal statute that directly addresses LGBTQ+ discrimination in the workplace, despite many attempts to pass such legislation.

It is imperative to PSEG that we provide a physically, emotionally and psychologically safe environment for all members of our workforce. PSEG will not tolerate conduct that violates our anti-discrimination and anti-harassment policies.

PSEG's LGBTQ+ Inclusion Pledge goes beyond the law and our policies and is intended to outline how we can create a sense of belonging for all. To achieve this, PSEG will champion and uphold the following four pillars:

- 1. Visibility -- Promoting our LGBTQ+ Inclusion Pledge among all PSEG employees**
- 2. Adaptability -- Providing employee education and training**
- 3. Communication – Leading with empathy and understanding**
- 4. Accountability - Leveraging our EBRGs and partner resources**

These four pillars will help us identify and implement ways to cultivate recognition, responsiveness and non-discriminatory and inclusive behaviors towards people of the LGBTQ+ community.

UNDERSTANDING THE PLEDGE PILLARS

Visibility: To raise awareness and understanding of our LGBTQ+ Inclusion Pledge and avoid, eliminate and mitigate experiences of discrimination, bullying or subtle exclusions (intentional or unintended) towards our LGBTQ+ community.

PSEG will endeavor to:

- Include an overview of the Pledge in new employee orientation
- Review Pledge changes at team meetings throughout the year
- Provide LGBTQ+ Pledge information in company educational or promotional materials

Adaptability: To empower all employees with the ability to participate in the educational programming that supports PSEG's LGBTQ+ community, and ensure a skilled workplace that is knowledgeable and empathetic to issues affecting LGBTQ+ people.

PSEG will endeavor to:

- Help employees understand LGBTQ+ issues and how to appropriately discuss these topics in the workplace and ask any questions they may have
- Maintain familiarity with key LGBTQ+ health and wellbeing issues, such as the health-related effects of discrimination and the gender affirmation process
- Continuously update the Pledge as appropriate to address the evolving needs of the LGBTQ+ community

Communication: To enhance our colleagues' safety and comfort interacting with and sharing information about themselves and their realities to their managers and peers.

PSEG will endeavor to engage LGBTQ+ colleagues and implement inclusive programs, platforms and processes by:

- Signaling to LGBTQ+ colleagues that they are welcome to discuss their sexual orientation, gender identity and relationship status at work, if they choose to do so, in the same way as their cisgender and heterosexual colleagues
- Encourage the company-wide usage of terms that are respectful and consistent with the employee's self-understanding (e.g. using preferred pronouns)
- When collecting demographic information, ensure there are opportunities for people to identify as LGBTQ+
- Provide extra support and sensitivity to LGBTQ+ people who have disclosed traumatic experiences related to homophobia

Accountability: With support from the Office of Diversity, Equity & Inclusion leverage employee business resource groups (EBRGs) and other internal partners, third-party partners and external resources to help drive our collective effort to create a safe and welcoming environment for our LGBTQ+ community members.

PSEG will endeavor to:

- Enlist our EBRGs and executive sponsors to help inform what inclusion looks, feels and sounds like to create an equitable experience for all
- Continue to actively seek partnerships with LGBTQ+ organizations for resources and best practices in fostering an inclusive work environment

PSEG will not tolerate discrimination or harassment in any form. If you observe or are subjected to discrimination or harassment, below is a list of Speak Up resources that are available to you:

1. Call PSEG's Office of Ethics & Compliance at 973-430-6405 or via email at ethics.compliance@pseg.com
2. Call Employee Relations at 973-430-5545 or via email at employeerelations@pseg.com.
3. If you would like to report anonymously, you may contact the PSEG Helpline either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com>. *The Helpline service is available 24 hours a day, seven days a week.*

Questions & Feedback

All employees are encouraged to provide feedback on PSEG's LGBTQ+ Inclusion Pledge to the Office of Diversity and Inclusion at PSEG-Inclusion-for-All@pseg.com.