

SUPPLIER Standards of CONDUCT

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How we do business





Vision AND MISSION



Powering Progress

Our vision is to power a future where people use less energy, and it's cleaner, safer and delivered more reliably than ever.

Our mission is to:

- Be a positive force in a changing world by providing infrastructure to access safe, affordable, reliable and cleaner energy;
- Work toward a carbon-free economy;
- Empower the lives of our customers, our communities, our workforce and other stakeholders;
- Embrace diversity and inclusion, and promote equitable and ethical behavior.



PSEG Core COMMITMENTS

Safety

WE PUT SAFETY FIRST.

we never sacrifice safety to achieve results • we stop the job and report unsafe conditions • we protect each other, our communities and our environment • we respect our training, equipment, procedures and tools

Integrity

WE DO WHAT'S RIGHT.

we hold ourselves to the highest ethical standards, even in the most difficult situations • we speak up and encourage clear and honest communication • we accept our individual and team responsibilities and are accountable for our actions • we respect and adhere to all laws and company policies • we lead by example

Continuous Improvement

WE ASPIRE TO ACHIEVE EXCELLENCE.

we responsibly question the status quo and each other • we benchmark processes to streamline workflows and increase efficiency • we leverage teamwork to face complex issues and decisions • we take action to improve personal performance • we are accountable for our accomplishments and setbacks, and learn from them to influence future decisions

Diversity, Equity & Inclusion

WE TREAT ALL INDIVIDUALS WITH DIGNITY AND RESPECT.

we assume positive intent • we create an environment and inclusive culture that respects unique perspectives, experiences and ways of thinking • we engage one another and encourage teamwork • we are accountable for making PSEG a great place to work for everyone

Customer Service

WE KEEP CUSTOMERS AT THE HEART OF EVERYTHING WE DO.

we actively listen to and respect our internal and external customers • we are accountable for our customers' needs • we engage and collaborate as a team with our communities and stakeholders • we solicit and use feedback to improve our business • we always ask, "What else can we do?"



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Message from the *CEO*



PSEG's Powering Progress vision is to power a future where people use less energy, and it's cleaner, safer and delivered more reliably than ever. Our mission is to be a positive force in a changing world by providing an infrastructure to access safe, affordable, reliable and cleaner energy. And we are working toward a carbon-free economy, empowering the lives of our customers, our communities, our workforce and other stakeholders, embracing diversity and inclusion and promoting equitable and ethical behavior.

PSEG's updated Supplier Standards of Conduct helps form PSEG's culture, shape our external reputation and move us toward our mission. The Standards also outline specific ways we all can promote equitable and ethical behavior.

Remember, each one of us has a role to play. Every interaction we have can affect PSEG's culture and

reputation – whether with colleagues, customers, regulators or other stakeholders. We all should lead by example and hold ourselves to the highest standards.

Early in my career, I was faced with a situation where I felt something was off and was worried that something bad could happen. I had to speak up, and I encourage you to do the same if we are falling short of these standards. If you have a question or need to raise a concern, there are many resources available. We want to hear from you.

Let the Standards of Conduct be your guide on how to make the best decisions. Doing the right thing has a positive impact not just on our company, but on our community as a whole.

Thanks for all you do to support PSEG and for acting with honesty and integrity. With your help, I have no doubt that we will fulfill our Powering Progress vision and mission.

Regards,



Ralph A. LaRossa
PSEG Chair, President and CEO

PSEG supplier **STANDARDS OF CONDUCT**

The Supplier Standards of Conduct outline PSEG’s values and establish a set of expectations for behavior when collaborating with PSEG. They are intended to serve as a guide to all suppliers, contractors, consultants and vendors who are performing work for PSEG (“Suppliers”). They also serve as a reminder to comply with applicable laws and regulations and to act with honesty and integrity when doing work on behalf of PSEG.

These guidelines are aligned with PSEG’s goals and core commitments in its Standards of Conduct for employees. The Standards are a great resource, but they do not cover every situation Suppliers may face; these standards help reinforce the expectation to use good judgment and integrity in business dealings involving PSEG. Suppliers are responsible for maintaining and implementing practices and policies for their employees and subcontractors based on legal requirements and ethical conduct consistent with PSEG’s core commitments and in compliance with the PSEG Supplier Standards of Conduct. The Supplier Standards of Conduct apply when performing work for any of the PSEG entities. In the event of a discrepancy between these Supplier Standards of Conduct and Supplier’s contract with PSEG, the more stringent standard shall govern.



I. *Responsibilities* UNDER THE STANDARDS

What Suppliers Must Do

It is the responsibility of the Supplier to ensure that their employees and representatives understand and comply with PSEG's Supplier Standards of Conduct. Suppliers may require their subcontractors to comply with these Standards by incorporating the requirements in subcontracts related to services provided to PSEG. Suppliers shall self-monitor their compliance with these Supplier Standards of Conduct. In the event a Supplier acts in a manner that is unlawful or inconsistent with the Supplier Standards of Conduct, PSEG may terminate any agreement or relationship with the Supplier upon written notice. PSEG reserves the right to conduct an audit to confirm Supplier's compliance with these Standards.





II. *Speak up* RESOURCES

If Suppliers have questions about the best approach for handling a situation while ensuring consistency with these Standards, they should contact their PSEG representative or 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. **It is administered by an outside company to ensure anonymity and confidentiality, if desired.**

Suppliers must promptly raise a concern by contacting their PSEG representative or the PSEG Helpline if they see a situation in which these Standards are not being followed. They do not need to be certain that a violation occurred before they raise a concern.

If Suppliers are unsure about whether a situation violates the Standards, the most important thing to do is to Speak Up and contact their PSEG representative or the PSEG Helpline.

Suppliers are not only required to take action and promptly report suspected violations but are also encouraged to provide feedback and suggest ways PSEG can continuously improve.



III. *How PSEG* HANDLES CONCERNS

PSEG will ensure every question or concern is appropriately reviewed. Our investigations are timely, fair, thorough, and confidential. Confidentiality means we share information only on a need-to-know basis. If PSEG Standards are violated, action is taken to correct the situation and prevent recurrence. Violations of the Supplier Standards of Conduct or law can be serious, and abusing the concern reporting process by deliberately raising false concerns or failing to cooperate and be forthcoming in an investigation may result in termination as a PSEG Supplier, including any associated contracts.

Non-Retaliation: PSEG is committed to creating an environment where employees feel empowered to raise questions or concerns without fear of retaliation. This principle also applies to our Suppliers as PSEG expects them to Speak Up when they have a question, suggestion or concern.

If Suppliers see, suspect, or are subject to retaliation for speaking up, they must contact the **PSEG Helpline** either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com>.





IV. *Health* AND SAFETY

We keep each other safe. PSEG strictly complies with health and safety laws, rules, procedures, and company standards. We question, stop and correct any unsafe actions or conditions in the workplace. PSEG requires its Suppliers to support this commitment by providing a healthy and safe workplace, and applying safe work practices to all of their activities. PSEG expects its Suppliers to comply with all legal, regulatory and contract specific safety requirements and specifications, including site specific rules when performing their work and participating in PSEG's safety program training and activities. PSEG also expects Suppliers to ensure safe and healthy work environments for their employees.

If Suppliers are concerned about safety or the PSEG's response to safety concerns related to PSEG business or projects, they must Speak Up! Suppliers' employees must notify their company's management and their PSEG representative as soon as possible. They can also report it via the PSEG Helpline either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com>.

PSEG is committed to maintaining a safe and violence-free workplace. Physical assaults, fighting, intimidation, bullying, threats, and the intentional destruction of property in workplace sites are prohibited. Weapons in workplace sites are also prohibited, including firearms even if licensed or otherwise permitted by law, unless they are required to perform PSEG work assignments.

Suppliers can help PSEG maintain a safe and productive work environment by always reporting to work free from the influence of alcohol, marijuana or illegal drugs. PSEG does not tolerate being under the influence of alcohol or any drug (legal or illegal) that may impair Suppliers' ability to perform PSEG related work. Suppliers may not use, possess, sell, or distribute or be under the influence of illegal drugs, marijuana and/or alcohol on PSEG property or while conducting business on behalf of PSEG, whether on or off PSEG property.





V. *Fair Employment* PRACTICES

PSEG is committed to treating all employees fairly and respectfully. PSEG strives to create a professional environment that is free from offensive behavior. PSEG prohibits discrimination or harassment based on a protected characteristic (e.g., age, race, creed, color, disability, ethnicity, sex, pregnancy, marital or family status, national origin, religion, gender identity or expression, sexual orientation, veteran status, genetic information, or other characteristic protected by law). PSEG requires the same commitment from all of its Suppliers, including their employees and subcontractors while working on PSEG property or elsewhere on behalf of PSEG. Beyond legal compliance, we strive to create an environment considerate of all people wherever PSEG and its Suppliers conduct business.

PSEG expects its suppliers to know and uphold the human rights of all workers, whether temporary or contract employees, and to treat all workforce members with dignity and respect, providing them with safe and humane working conditions.

- **Voluntary Labor:** Suppliers shall not use or participate in the exploitation of workers, forced or involuntary labor, including human trafficking and should comply with relevant laws in this area including, but not limited to, the Uyghur Forced Labor Prevention Act (UFLPA) All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. No workforce member shall be required to surrender any government-issued identification, passports or work permits as a condition of employment.
- **Child Labor:** Suppliers shall not employ any person under the minimum legal age for employment as prescribed by the relevant local authority, or under the age for completing compulsory education, whichever is more protective of the individual. Legitimate workplace apprenticeship programs, which comply with all laws and regulations, are supported.



V. *Fair Employment* PRACTICES (cont.)

- **Wages and Benefits:** Wage payments and benefits must comply with all applicable laws and regulations. All deductions from wages shall be in accordance with applicable law.
- **Freedom of Association:** Suppliers must comply with all applicable laws relating to employees' rights to engage in concerted activity or collective bargaining, including laws of other countries, if applicable.
- **Working Hours:** Suppliers shall not require their workforce to work beyond any applicable daily and weekly work hour limits as defined and required by local, state/provincial and federal/national law. They must ensure that overtime is paid in accordance with applicable laws and regulations; and keep employee records in accordance with applicable laws and regulations.
- **Background Checks:** Some Suppliers may be required to ensure background checks of their employees and their sub-contractor's employees are conducted in accordance with PSEG requirements. PSEG will notify Suppliers if such checks are required. Suppliers shall ensure that all employees who perform services for PSEG are legally permitted to provide those services under immigration laws and other relevant applicable laws, including but not limited to, the Department of Energy (DOE) regulations in 10 CFR Part 810, Assistance to Foreign Atomic Energy Activities (i.e., controls the transfer of, or access to, unclassified nuclear technology and assistance within the scope of Part 810 to a person who is a Foreign National or Foreign Entity).

- **Harassment and Discrimination:** PSEG strives to create a professional environment that is free from offensive behavior. PSEG prohibits discrimination or harassment based on a protected characteristic (e.g., age, race, creed, color, disability, ethnicity, sex, pregnancy, marital or family status, national origin, religion, gender identity or expression, sexual orientation, veteran status, genetic information, or other characteristic protected by law). Suppliers are expected to uphold these principles and shall not tolerate any form of harassment or discrimination. Suppliers must ensure that employment decisions are lawful and based on legitimate reasons. Suppliers must not engage in behavior towards their employees or PSEG employees, customers or persons they work with that is unwelcome or offensive, and based on a protected characteristic (e.g., inappropriate comments/jokes, ridicule, slurs). Suppliers must never make unwelcome sexual advances towards PSEG employees, customers or persons they work with. Making sexual comments/jokes or displaying sexual images is also prohibited. Discriminatory or harassing behaviors are prohibited in person and electronically.

Furthermore, Suppliers are to comply with applicable local, state/provincial and federal/national legal requirements prohibiting conduct that could reasonably be construed as sexual in nature, or discrimination or harassment based on age, religion, race, sex, disability or any other characteristic protected by law. These, or any other non-job-related factor, shall not be used as grounds for discrimination in hiring and employment practices, including advancement, disciplinary decisions, benefits, training or general workplace conduct.

○ VI. *Diversity,* EQUITY, & INCLUSION

PSEG believes an engaged, inclusive, and diverse workforce drives innovation. We recognize that a diverse, equitable and inclusive culture is important not only for PSEG's employees, but also for our customers and suppliers. Businesses that are diverse and inclusive and that reflect the communities they serve are stronger and more successful than those that do not. Diversity, equity, and inclusion is essential to PSEG's success, and our business partners have a role to play in supporting PSEG's commitment to diversity, equity, and inclusion.

To this end, PSEG is committed to ethical and fair dealings in sourcing events. PSEG believes that diverse suppliers are essential to economic health and strives to conduct its business with competitive, diverse suppliers. PSEG is committed to providing equal opportunities for all suppliers seeking to sell their products and services to PSEG. Small businesses, including minority/small disadvantaged businesses, women-owned, veteran and service-disabled veteran owned

businesses shall have a reasonable opportunity to offer their products or services for consideration in PSEG's selection of suppliers.

PSEG adheres to a policy of conducting all Supplier transactions in a fair, honest, and ethical fashion without bias or prejudice. Our goal is to work with businesses in an impartial, fair manner, providing such organizations equal consideration of their products or services. It is our intent that no Supplier receives an unfair competitive advantage over another. In turn, PSEG expects its Suppliers to seek out and utilize diverse suppliers when performing work or procuring products on our behalf.



VII. *Company Records* AND DISCLOSURES

PSEG is committed to maintaining complete and accurate records. PSEG's accounting and reporting accurately reflects PSEG's activities and is consistent with relevant accounting and reporting standards. PSEG makes decisions based on sound analysis and balances all appropriate factors. PSEG complies with all applicable requirements governing the preservation of business records.

Since accurate records and disclosures are critical for PSEG to meet its legal, financial, regulatory and management obligations, PSEG expects all Suppliers to keep accurate and complete business records that show all transactions in reasonable detail and follow established accounting procedures. Suppliers shall ensure that facts are never misstated or material information omitted to PSEG, and that all records, disclosures and communications to PSEG are full, fair, accurate, timely and understandable. The true nature of any transaction shall never be hidden, altered, falsified or disguised, nor any endorsements, approvals, or authorizing signatures for any payment forged. Records or disclosures known to be false or misleading shall not be submitted, entered, processed or approved and shall be reported to Supplier's PSEG business contact. They can also be reported

via the PSEG Helpline either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com>.

Various federal and state laws govern requirements for retaining records. Suppliers have an obligation to prevent the destruction of documents related to an investigation, claim, or lawsuit. Records retention applies to all records created, electronic or hard-copy. If Suppliers generate or receive information, data and/or records pertaining to PSEG as a result of the work performed by Supplier, Suppliers must ensure those records are retained or transmitted back to PSEG in a manner that ensures PSEG information and data is safe, reliable, retrievable, available during its lifecycle, and compliant with PSEG's requirements for third party production and retention of PSEG records. Suppliers can obtain information regarding these requirements by emailing PSEG's Records Management department at: recordsmanagement@pseg.com.

VIII. *Insider* TRADING

PSEG Suppliers, may have access to information that, if made public, might affect the share price of PSEG or other publicly traded companies, including PSEG Suppliers, customers, and potential merger and acquisition targets. This is material non-public information and PSEG Suppliers have a legal and ethical duty not to disclose it to anyone. It is against the law to trade in the stock (or other securities) of PSEG or any company while Suppliers have material, non-public information regarding PSEG, or regarding developments that could affect PSEG or any other company, or to provide that information to anyone else for them to trade based on it.

Material, non-public information includes information that a reasonable investor would consider important in deciding to buy, hold or sell securities or if publication would likely affect a company's stock price. Examples include:

- Financial forecasts
- Earnings/dividend announcements
- Proposed acquisition or divestitures
- Strategic plans
- Regulatory actions
- Changes in top management

Suppliers' Responsibility

- Never buy or sell the securities (stocks, bonds, or derivatives) of PSEG or any other company directly, through family members, or other persons or entities while aware of material, non-public information.
- Do not recommend or suggest that anyone buy or sell the securities of any company while you have material, non-public information about that company.
- Do not share material non-public information.
- Refrain from discussing confidential PSEG business with family and friends.

IX. *Antitrust* & FAIR COMPETITION

PSEG is committed to competing fairly in the marketplace and complying with all applicable rules encouraging fair competition. PSEG does not engage in behaviors that illegally manipulate the market, or impermissibly impact its competitors or customers.

Suppliers shall fully comply with the applicable antitrust and competition laws everywhere they engage in business on PSEG's behalf, whether or not anyone is watching. These laws vary from country to country, but in general, they protect consumers by prohibiting competitors from acting together for the purpose of controlling prices or reducing competition. Prohibited activities include the following:

- Proposing or entering into an agreement or understanding with a competitor that impacts competition – including agreements on pricing, bidding, deal terms, wages, or the allocation of market customers.
- Discussions with competitors that could be perceived as an attempt to create an improper agreement or understanding to reduce competition.
- Agreements or understandings that restrict the price at which a party may resell a product or service.

Areas to watch out for in antitrust and competition:

- Price fixing
- Wage fixing or no poaching agreements
- Dividing territories
- Bid rigging
- Abuse of dominant market position
- Business disparagement
- Unlawful collection of business intelligence.

Suppliers working on PSEG's behalf shall not engage in anti-competitive practices that could violate those laws or harm PSEG's business or reputation.





X. *Using and Safeguarding* PSEG'S ASSETS

Suppliers must be good stewards of PSEG's assets. They must use these assets in the best interest of PSEG and not abuse their privilege to use these assets. PSEG assets include everything PSEG owns or uses to conduct business, whether tangible (e.g., equipment, vehicles, scrap materials) or intangible (e.g., business information, intellectual property).

Suppliers are responsible for safeguarding PSEG property and for using such assets for only legitimate business purposes to advance the interests of PSEG. Therefore, PSEG assets may not be used for personal purposes or for other entities that do business with the Supplier unless approved in writing by PSEG.

Suppliers, their employees, and subcontractors shall not knowingly or willingly:

- Engage in theft, fraud, or embezzlement affecting PSEG property, funds, securities, or other assets of PSEG, PSEG employees and customers
- Damage or destroy property or materials belonging to PSEG, PSEG employees, or customers
- Divert electric energy, natural gas, or any other product produced or owned by PSEG, or service provided by PSEG, for personal gain
- Sell or provide PSEG resources or services
- Remove PSEG equipment, property, material, or money from its premises, its employees, or customers without authorization
- Remove, publish, destroy, or alter physical and electronic PSEG records
- Copy, reprint, duplicate, or re-create, in whole or in part, computer programs or related systems developed or modified by PSEG personnel, or acquired from other Suppliers. Protection of PSEG's computer and information resources is

X. *Using and Safeguarding* PSEG'S ASSETS (cont.)

critical. Suppliers who have access to PSEG's information systems are responsible for ensuring the security of those systems by identifying and complying with applicable PSEG's information and cyber security policies and standards as set forth in any contract or agreement with PSEG or as otherwise directed by PSEG. Requirements include ensuring the following:

- Computer accounts, passwords and other types of authorization are assigned to individual authorized users and must not be shared with or divulged to others. Authorized users will be held accountable for all actions taken on their system with their user identification.
- Internet access is not used to conduct personal business, play computer games, gamble, conduct political campaigns or for personal gain.
- Sexually suggestive or explicit material, gaming, file sharing or other inappropriate files or websites are not downloaded or accessed.
- Inappropriate or pirated content is not stored on PSEG's equipment.
- Only approved, authorized and properly licensed software is used on PSEG's computer systems.
- Only PSEG-owned computers and equipment are used to connect to PSEG networks.
- Personal devices are not recharged using a PSEG computer.
- No attempts are made to circumvent or attack security controls on a computer system or network.

- PSEG-issued equipment is protected from unauthorized access and theft at all times, including locking the computer screen when the computer or laptop is left unattended.
- For those using mobile assets, applicable requirements from PSEG's practices, are identified and implemented by their PSEG representative.

Violations of any of the above may result in termination of Supplier's assignment with PSEG. Suppliers shall immediately report lost or stolen devices to PSEG's Security Command Center at 1-888-542-1119. Any suspected or actual breach of PSEG's computer system or network security, or compromise of PSEG data, information or business processes, whether on the Company's system or network or otherwise, must be reported immediately to PSEG Cyber Security Risk and Compliance at PSEGCorporateSecurityandClaims@pseg.com, and/or to the PSEG Helpline either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com>.

Premises and Network Access Permission: All PSEG non-employees (consultants, contractors, and agency workers) who require physical access to PSEG facilities on other than an incidental basis, or who require access to the PSEG computer network for purposes of performing services for PSEG, must obtain a PSEG contractor identification badge from PSEG Corporate Security and a LAN ID from PSEG's IT Department to monitor activity on PSEG's network and premises.

XI. *Confidential* INFORMATION

Confidential information includes knowledge about operations, transactions, strategies, plans, finances, facilities, our customers, employees (e.g. social security number, date of birth and medical information), suppliers, and other business partners, except as explicitly provided otherwise in any written agreements between Supplier and PSEG. Generally, confidential information includes information that:

- is considered by PSEG to be private and/or proprietary,
- is not common knowledge outside of the business,
- is required by law or contract to be maintained as confidential.

Confidential information should never be disclosed, either intentionally or inadvertently, without proper authorization. Suppliers who have access to confidential information must strictly protect the confidentiality of such information. Confidential and personal information should only be used for the purposes for which it was collected, kept secure at all times, and disclosed only when authorized or legally mandated. It may never be used for personal gain or for the unauthorized benefit of persons outside PSEG. The obligation to protect confidential information continues even after an assignment at PSEG ends.

Suppliers shall protect PSEG's intellectual property. PSEG's intellectual property includes assets such as patents, copyrights, trademarks, service marks, logos, and trade secrets. Likewise, PSEG safeguards intellectual property received from third parties.

Except as explicitly provided otherwise in any written agreements between Supplier and PSEG, all copyrights, patents, trade secrets, or other intellectual property associated with every idea, concept, technique, invention, process, and work of authorship developed or created by Supplier, individually or jointly with others, in the course of performing work for PSEG, or that are based on or derived from PSEG confidential information or PSEG property to which Supplier has access, belongs to PSEG and, if requested, shall be specifically assigned by Supplier to PSEG.

Suppliers must notify their PSEG site representative immediately if any confidential information has been released without authorization. If they suspect that the confidential information was released as a result of a cybersecurity incident, they must also email PSEGCorporateSecurityandClaims@pseg.com immediately. If Suppliers have doubts about whether PSEG related information or knowledge is confidential or believe confidential information has been mismanaged, they must contact the PSEG Office of Ethics & Compliance (ethics.compliance@pseg.com).

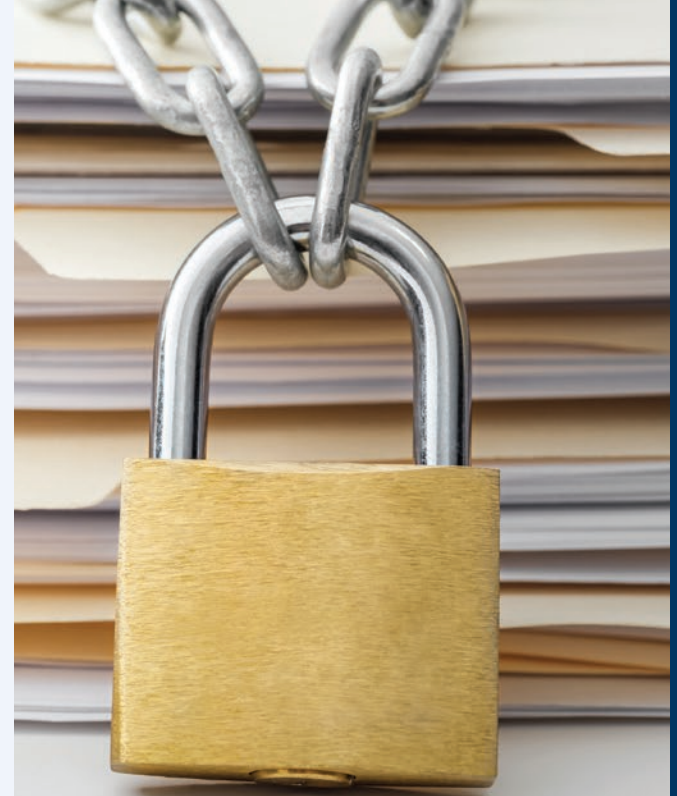


XII. *Privacy*

PSEG respects the privacy of its employees, customers, stockholders, and others with whom PSEG conducts business. PSEG handles their personal information with care and complies with all applicable privacy laws. In their PSEG assignments, Suppliers may often have access to non-public, confidential information regarding PSEG, its employees, customers, and other third parties. The unauthorized use or release of such information could harm PSEG and potentially violate the law. Suppliers have a responsibility to keep this information safe and secure. Therefore, privacy and information security laws and regulatory requirements must be complied with when information and data about or from customers, consumers, employees or suppliers is collected, stored, processed, transmitted and shared.

Additionally, PSEG retains the right to monitor its assets and work environment to determine compliance with applicable federal, state and local law. Suppliers and their employees and agents shall not expect privacy during use of a PSEG workspace, computers, voicemail or systems that create, access, transmit or store information. Such information is accessible to PSEG even if it is password-protected, deleted by the user or in a locked area.

For more information or questions regarding applicable PSEG requirements for information management, classification, labeling, handling and records management, Suppliers must contact their PSEG representative and/or the PSEG Office of Ethics & Compliance (ethics.compliance@pseg.com).



XIII. *Public Speaking* AND SOCIAL MEDIA

PSEG encourages professionalism and honesty in social media and other communications. Additionally, PSEG is committed to communicating with the public clearly and with one voice. To help maintain compliance with applicable laws and PSEG's internal practices as well as consistency and accuracy of information, Suppliers and independent contractors are not permitted to speak publicly on PSEG's behalf or to respond to inquiries from regulators, news media, securities analysts, or investors. Suppliers shall contact their PSEG representatives regarding these inquiries; PSEG representatives shall refer the inquiries to PSEG Corporate Communications.

Additionally, Suppliers must be thoughtful when sharing content and associating with PSEG assignments online. They shall ensure that the use of social media by their workforce or representing agents does not negatively affect PSEG's reputation. Suppliers shall not post on blogs or other online forums anything related to PSEG business, unless specifically authorized to do so by PSEG. Suppliers are to act with integrity and not publish, post, or disclose proprietary or other confidential information related to PSEG. They should also avoid commenting on PSEG employees or customers and business relationships and shall not threaten or harass PSEG employees or customers or share PSEG's customers' or employees' personal information without the Company's express written permission. If Suppliers have concerns about information shared on social media, they must contact their PSEG representative and/or the PSEG Office of Ethics & Compliance (ethics.compliance@pseg.com).



XIV. *Conflicts* OF INTEREST

Suppliers shall not allow their personal interests to influence business decisions related to PSEG projects and assignments. Suppliers must avoid real or perceived conflicts of interest. PSEG expects Suppliers to exercise reasonable care and diligence to prevent any actions or conditions that could result in a conflict with PSEG's interests, the appearance of a conflict of interest or that may compromise the exercise of independent judgment during the execution of work for or on behalf of PSEG.

A conflict of interest occurs when Supplier's duties or their position present an opportunity for personal gain, or when personal interests could influence professional judgment for doing what is in the best interest of PSEG. This includes, but is not limited to, providing or offering a PSEG employee something of value in return for getting PSEG work, or having an association or relationship that could affect impartiality in business decisions. While engaged in PSEG-related work, Suppliers shall not engage in any activity that creates a conflict of interest, or the appearance of a conflict of interest, with PSEG or in any way compromises the work that Suppliers are contracted to perform on behalf of PSEG. A conflict of interest can arise if actions are taken or if there are interests that may make it difficult for Suppliers to perform PSEG-related work objectively and effectively. Any potential conflicts shall be disclosed to Suppliers' PSEG business

contacts and written concurrence obtained that states Suppliers are allowed to remain in a situation that could be perceived as a conflict. Any questions about a conflict of interest should be raised with Suppliers' highest level PSEG business contact.

Additionally, close personal relationships between Suppliers workforce members and PSEG employees responsible for monitoring Suppliers' performance should be avoided in order not to compromise the exercise of independent judgment, or lead to claims of a conflict of interest. To avoid these problems and to foster a positive work environment, Suppliers shall promptly report to their PSEG representative any close personal relationships that result, or could result, in a conflict with this standard. The requirement to avoid conflicts of interest also applies to situations involving both PSEG employees and their family members.

It is important to recognize conflicts of interest and to disclose them when they occur or have the potential to occur. Conflicts of interest harm PSEG because those involved are not working toward the same goals, and they can undermine our confidence in one another or create the appearance of unfairness.

Suppliers must promptly disclose any real or perceived conflicts of interest situations to their company's management and their PSEG representative, and/or the PSEG Office of Ethics and Compliance (ethics.compliance@pseg.com).

XV. *Gifts, Meals* AND ENTERTAINMENT

Business courtesies are designed to build goodwill and sound working relationships among business partners, but cannot be used to gain any special advantage in the relationship. Accountability requires that PSEG never accepts, offers or gives gifts, entertainment, or other favors that are, or may appear to be, intended to influence the business decisions of those receiving them. Therefore, PSEG discourages Suppliers from giving gifts to PSEG employees, because accepting or giving a gift in a business setting can create a sense of obligation or the appearance of an obligation. A gift can be anything of value, including such items as an invitation or ticket to a sporting event or play, a non-business meal, a bottle of wine, a coffee cup, a free service, a special discount or an all-expense paid trip to a conference or trade show. Gifting is particularly critical when it comes to government interactions.

See the Government Interactions section of the Supplier Standards of Conduct for more information on the requirements around

any exchanges with government officials or employees related to PSEG.

Similarly, PSEG employees are not authorized to offer, give, request or accept entertainment, employment of family, or other favors to or from Suppliers that could influence or appear to influence PSEG employees or Suppliers. The purpose of such actions could grant, or be perceived to grant an unfair competitive advantage or to motivate PSEG employees or Suppliers to take action that is unethical, illegal, or prohibited by applicable laws, regulations or PSEG standards and practices. There must not be any explicit or implicit suggestion of a “quid pro quo.”

Occasional customary business meals, entertainment, attendance at business events, refreshments, transportation, and lodging or incidental hospitality of reasonable value are acceptable for valid business purposes. These offerings and activities must be modest, reflect good business judgment, and be consistent with the law.

Any exceptions to giving or receiving gifts, meals or entertainment must be requested in writing and approved in advance by Suppliers’ highest level PSEG business contact in consultation with the PSEG Office of Ethics & Compliance.





XVI. *Bribery*

Corruption in all its forms has serious legal consequences for the companies and individuals who become involved in it. PSEG abides by applicable anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA). PSEG complies with the letter and spirit of the law and expects the same from Suppliers. PSEG does not tolerate bribery, kickbacks, or improper payments to anyone in the public or private sector under any circumstances.

Therefore, PSEG does not condone the payment or receipt of any bribe, kickback, or other similar unlawful payment to or from a public or government official or any other individual, foreign or domestic, to secure business or gain advantage for PSEG. This includes payments of money or anything of value to or by PSEG Suppliers acting on behalf of PSEG. Bribes can be anything of value (discounts, gifts, favors, loans) used in exchange for an advantage that would not otherwise be received or given.

PSEG expects its Suppliers and their subcontractors to be vigilant and abide by the aforementioned laws and related PSEG standards. Any deviation from these standards must be reported immediately to the PSEG Office of Ethics and Compliance (ethics.compliance@pseg.com). Concerns and reports can also be raised via the PSEG Helpline either by telephone, toll free, at 1-800-655-7269 or through the Helpline website at <https://pseg.alertline.com> to ensure anonymity and confidentiality, if desired.



XVII. *Government* INTERACTIONS

PSEG is committed to acting with integrity and professionalism when dealing with government officials and agencies. PSEG expects the same commitment from its Suppliers and business partners. Government officials include anyone working for a federal, state, or local government. PSEG complies with all regulatory reporting requirements and the laws, regulations, rules, and codes of conduct that apply to its interactions with government agencies and officials.

Suppliers shall not provide any gift, benefit or other thing of value (even nominal value) on behalf of PSEG to any government official, or any employee or representative of a governmental entity without obtaining prior written approval from PSEG. Moreover, Suppliers must never give a gift, benefit or other thing of value to any government official to influence any official judgment or action, or in return for any official act.

There are many rules governing interactions with government officials that cover areas such as gifts,

benefits, entertainment, food and beverage, travel and lodging, honoraria, and loans. They also include performing services for individual government officials (e.g. restoring gas or electric service or removing a balance on an account). Violations of these rules can have serious consequences, including criminal penalties for PSEG and the individuals involved.

Additionally, PSEG has enhanced its controls around retaining suppliers and third parties who employ or are owned by current or former elected officials, appointed officials, or advisors to or staff members for an elected or appointed official. If Suppliers employ or become owned in any part by one of these individuals, they must notify their PSEG representative.



XVIII. *Political* ACTIVITIES

In the ordinary course of business, Suppliers may interact with government agencies and government employees. However, interactions with government agencies, officials and government employees are often regulated by campaign finance, lobby disclosure and government ethics laws. Contact with government officials regarding PSEG business should be handled only by authorized PSEG personnel.

While we are all free to participate in the civic and political activities of our communities, we should make clear that we are doing so in our individual capacity and not on behalf of PSEG. Suppliers shall not be involved in any political activity as a representative of PSEG or use the PSEG name to participate in political activities without written consent from PSEG. Suppliers shall not use PSEG's computer systems, email addresses, or other property to express personal political views, or to benefit a political candidate or campaign.

Additionally, Suppliers shall ensure that they understand and enforce post-government employment ethics requirements applicable to employees or contractors that were previously, or are concurrently, government employees or contractors. These requirements place restrictions on interactions and communications executed on behalf of PSEG with government entities. Restrictions and requirements also apply to consultations on matters on which the current or former government employee is working or previously worked while in government.

Any questions about government interactions and political activities should be raised with Suppliers' highest level PSEG business contact.



XIX. *Affiliate* STANDARDS

PSEG follows all rules regarding how its regulated and competitive businesses interact with each other. When interacting with other PSEG companies, we treat them as independent entities. PSEG expects its employees and Suppliers to safeguard all information as if it were their own, and only share it when authorized and for appropriate business reasons.

Sometimes Suppliers from one PSEG company will perform work to support another PSEG company. The support service work between PSE&G and other PSEG companies is called an “affiliate transaction” and the time worked must be properly allocated and recorded, including the proper identification of the PSEG entity. Similarly, the costs for sales of non-power goods and services between PSE&G and other PSEG companies must be charged appropriately. PSEG has standards and processes for managing all transactions between PSE&G and its affiliates. Suppliers must be informed about these standards and inquire with their PSEG representative regarding the proper method for identifying and submitting charges when conducting PSEG business for various PSEG entities.

Suppliers that are engaged in day-to-day transmission operations and planning activities on behalf of PSEG, must

conduct business activities in a physically and functionally separate way from PSEG employees and PSEG business partners engaged in marketing function activities and may not provide preferential treatment to any transmission customer. If Suppliers provide utility services on behalf of PSEG, they must not provide leads, engage in tying arrangements or similar activities to provide a competitive advantage to any group offering retail competitive services. If Suppliers have access to PSEG customer information, they must not disclose it to PSEG employees, PSEG Suppliers or business partners providing competitive retail services without customer consent.

Regulatory Excellence:

PSEG operates consistent with all legal requirements governing our affiliate relationships, participation in wholesale energy markets, and reliable operation of our facilities. PSEG stays current, understands and complies with the rules that govern its work. PSEG respects its regulators and value its relationships with them. PSEG expects the same commitment from its Suppliers while conducting business on behalf of PSEG. Suppliers must ask questions to their PSEG representative if they are unclear about the rules applicable to conducting PSEG’s business.





XX. *Energy Market* BEHAVIORS

PSEG is committed to lawful and ethical practices in connection with PSEG's energy trading and marketing activities. When it comes to selling power, PSEG has compliance obligations under the rules of the Commodities Futures Trading Commission, the Federal Energy Regulatory Commission, the North American Electric Reliability Corporation, the relevant independent systems operators, and many others. PSEG and its Suppliers are accountable for obeying all these regulations, reporting actual or suspected noncompliance, and cooperating in audits, investigations, and appropriate requests for information. Compliance with the market manipulation rules of these agencies, as well as those of the other organizations and exchanges, is the integrity, reputation, and success of PSEG and PSEG's Suppliers.

Market manipulation rules prohibit actions or transactions that have no legitimate business purpose and are meant to, or reasonably could, manipulate market prices, conditions, or rules for electric energy or electricity products. Examples include wash trades, transactions based on the provision of false or misleading information, and artificially created congestion.

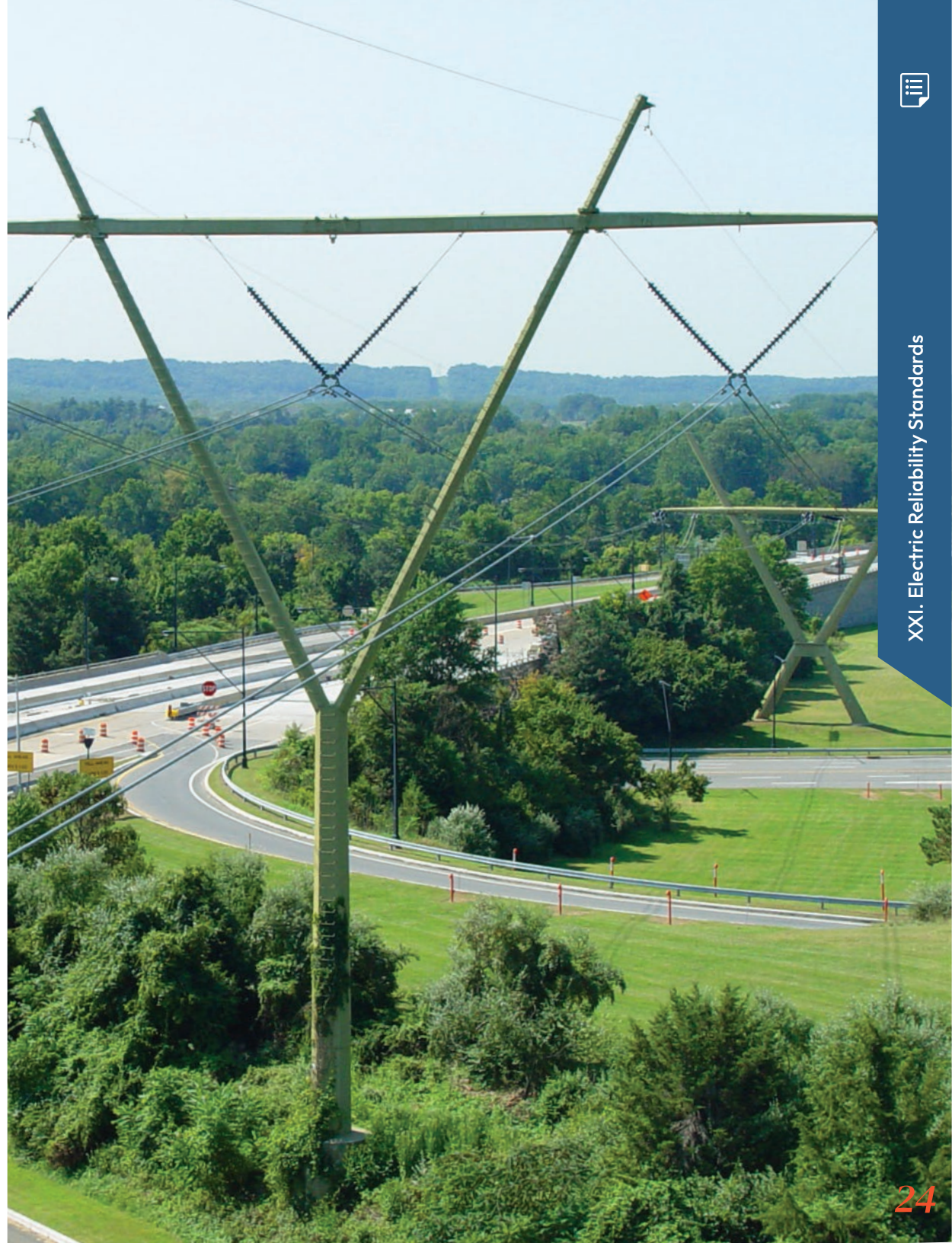
Suppliers must be familiar with the legal and regulatory requirements associated with the work they perform for PSEG. Suppliers shall contact their PSEG representative for assistance with relevant legal and regulatory requirements.



XXI. *Electric Reliability* STANDARDS

All users, owners and operators of the bulk electric system, including PSE&G, PSEG Long Island, and PSEG Power's subsidiaries, are required to conduct operations in compliance with reliability standards intended to maintain the reliability of the bulk electric system as promulgated by the North American Electric Corporation ("NERC"). Suppliers must understand and comply with all reliability standards and related requirements applicable to the work they perform for PSEG. These standards and requirements, relate to the following areas: documentation, recordkeeping, and reporting requirements related to vegetation management, battery and relay testing and recordkeeping, rating of transmission and generation facilities, cybersecurity and reporting of sabotage events, and related topics.

Suppliers shall contact their PSEG representative for assistance with reliability standards relevant to the activities conducted on behalf of PSEG and contained in any written agreements between Supplier and PSEG.



XXII. *International* TRADE COMPLIANCE

PSEG is committed to complying with all export control, economic sanctions and customs laws that regulate cross-border transfers of goods and services. Whenever PSEG or its Suppliers do business of any kind across national borders, there must be compliance with the laws of both the U.S. and any other country involved in shipping goods, conducting financial transactions, transferring or sharing data or technical information, providing services, or otherwise operating across national borders. The U.S. government restricts trade with certain countries, companies, and people to prevent nuclear proliferation, to battle terrorism and the global narcotics trade, and to impose political sanctions. Furthermore, PSEG complies with the Department of Energy regulations governing the protection of certain information related to nuclear technology. PSEG and its Suppliers must abide by these restrictions.

Suppliers must conduct business in strict compliance with all applicable laws and regulations governing (a) the export, re-export and transfer of goods, technical data, software and services; (b) import of goods and obligations with respect to sourcing materials; (c) economic sanctions and embargoes; (d) U.S. anti-boycott requirements. Additionally, Suppliers' business partners must share in the responsibility of complying with all laws and regulations applicable to Suppliers' operations, including without limitation Section 1502 of the Dodd-Frank Act regarding conflict minerals.

Further, Suppliers shall not manufacture or subcontract for the manufacture of any products for which conflict minerals are necessary to the functionality or production of that product. "Conflict Minerals" means minerals such as cassiterite, columbite-tantalite, gold, and wolframite, derivatives of these minerals (including tin, tantalum, and tungsten) and other minerals that the U.S. Secretary of State may designate from time to time that are sourced from a mine located in the Democratic Republic of Congo, Congolese, or an adjoining country.

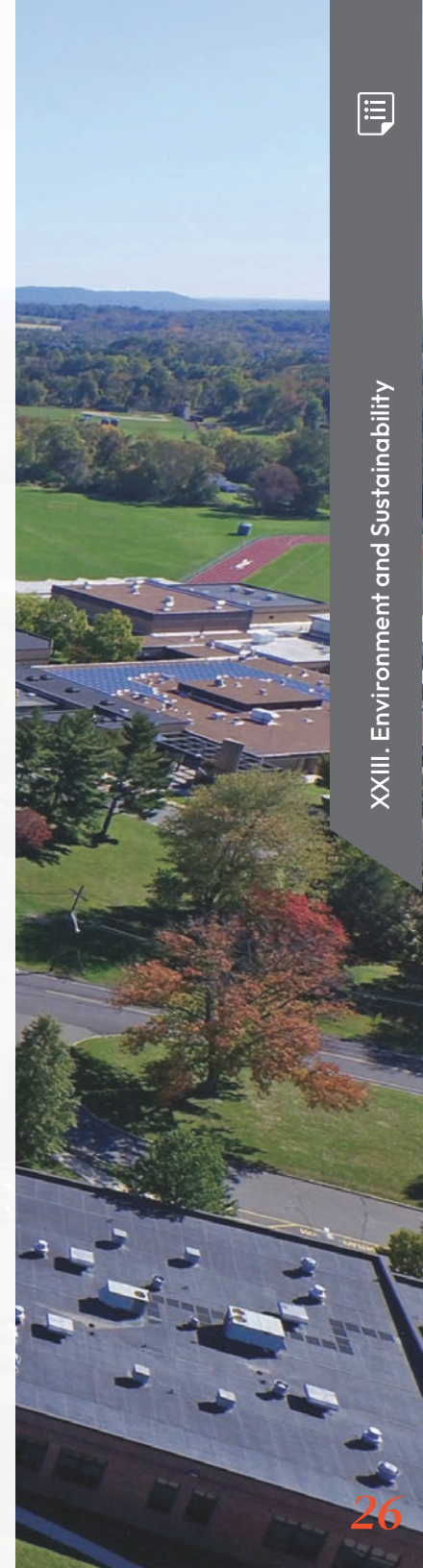




XXIII. *Commitment* TO THE ENVIRONMENT AND SUSTAINABILITY

Together, we strive to have a positive impact on our environment and comply with federal and state environmental laws. PSEG expects suppliers and their business partners to share this commitment to protect the environment. Suppliers must abide by all applicable environmental laws, regulations, and rules as well as contract-specific policies and specifications in a way that protects the environment. Suppliers must not only comply with all applicable environmental laws, but also conduct operations in a manner that safeguards the environment, minimizes waste, emissions, energy consumptions and the use of materials of concern.

PSEG delivers innovative solutions while advocating for competitive energy markets and customer choice, and by working towards a sustainable energy future. PSEG seeks suppliers who integrate principles of sustainable development into all areas of their business. PSEG always strives to act in an ethical, transparent, and responsible way and expects its Suppliers as well as their subcontractors to do the same.



XXIV. *Business* CONTINUITY

PSEG expects its Suppliers to have business continuity plans in place, to test those plans and to exercise those plans for their business to operate on a continual basis with minimal interruption of supply in the event of an emergency, crisis situation, natural disaster or terrorist/security related event. Suppliers that support PSEG's real-time operation and financial functions may be asked to provide copies of their plans, exercise and training records to PSEG.

XXV. *Use of Former* PSEG EMPLOYEES

Suppliers agree not to use or otherwise permit any of PSEG's former employees, to perform any services relating to contracts with PSEG within twelve (12) months of their separation from PSEG, if such former employee was engaged or involved in the solicitation, negotiation or administration of any contract on behalf of PSEG at any time during the three-year period immediately preceding such former employee's separation from PSEG. For purposes of the preceding sentence, "administration of any contract" shall mean engaging in any activity relating to the oversight or management of any PSEG contract including, but not limited to, the review, approval or payment of invoices relating to any such contract. This includes the supervision of employees engaged in these activities but not employees engaged in purely clerical functions such as filing, data entry or processing approved payments.



Important NOTE

The Supplier Standards of Conduct are not a contract of employment or indicative of a joint or unilateral employment relationship. Suppliers' employees remain the employees of the Supplier at all times, and are not PSEG's employees. Furthermore, the Supplier Standards of Conduct are not intended to create any contractual obligation on the part of PSEG. In case of a conflict between the Supplier Standards of Conduct and Supplier's contract with PSEG, the more stringent standard shall govern.



