



Environment, Occupational Health, Safety, and Security

PSEG Policy 2

October 15, 2025

I. Purpose

Public Service Enterprise Group (PSEG) will responsibly conduct its businesses in a manner that protects the environment, occupational health, safety, and security of employees, contractors, customers and the public. These commitments guide every decision we make and form the foundation of our culture.

II. Applicability

Line of Business	Applicable?
PSEG Power	Yes
PSEG Services	Yes
PSE&G	Yes
PSEG Long Island	Yes

III. Scope

This Practice applies to employees, contractors, customers, and the public.

IV. Objectives

PSEG has established and maintained management systems that achieve operational excellence and carry out the following principles:

- **Occupational Health & Safety** – Value the health, safety, and wellbeing of our employees and contractors above all else—more important than production, profits, or serving the customer—with a focus on preventing workplace injuries and illnesses through hazard identification, risk reduction, and safety systems of work. Prevention extends beyond incident prevention to include monitoring workplace conditions, conducting medical surveillance, addressing ergonomic risks, and supporting recovery and return-to-work following illness or injury. Every employee and contractor has the absolute right and obligation to question, stop, and correct any unsafe act or condition.
- **Security** – Identify, monitor, mitigate, respond to, and pre-empt security risks that affect, or threaten to affect, our employees, contractors, critical infrastructure and programs, data and information systems, other property and equipment, reputation, or brand including workplace violence, physical attacks that can cause major interruptions or impact to critical infrastructure, vandalism which targets components of any security systems, and cyber events that can cause interruptions of electrical system operations.



- **Nuclear Safety** – Uphold our unique and essential responsibility to operate and maintain our nuclear plants with a profound respect for the reactor core and with an overarching charge to preserve the health and safety of the general public and our employees and contractors, foster a strong Nuclear Safety Culture, and continually strive for excellence in every part of our nuclear operation.
- **Climate Change** – Reduce greenhouse gas emissions through conservation and energy efficiency improvements, developing and using renewable energy resources, and developing and using zero and low-carbon energy resources.
- **Compliance** – Conduct our business in accordance with all applicable environmental, health, and safety laws and regulations, internal policies, practices, procedures, protocols, and other relevant standards to which we may voluntarily subscribe, and provide the training, management systems, and resources necessary to do so.
- **Risk Reduction** – Assess and manage the environmental, occupational health, safety, and security risks and hazards associated with all aspects of our business to protect our employees and contractors, our customers, the communities in which we operate, the environment, and our shareholders.
- **Pollution Prevention and Resource Conservation** – Factor pollution prevention and resource conservation opportunities into our business planning, engineering design and operating decisions to help reduce our impact on the environment.
- **Open Communication** – Maintain an open and honest dialogue with our employees and stakeholders about the environmental, occupational health, safety, and security issues we face and their impact on the performance of our operations and services.
- **Continuous Improvement** – Establish key measures to track our performance, set objectives and targets to drive continuous performance improvement, conduct audits and assessments, and promptly correct conditions that we determine threaten human health, safety, security or the environment.

V. Implementation

Each member of the Senior Executive Team (SET) of PSEG is responsible for implementing this policy for their respective facilities, operations, and activities.

The Environmental organization within each Line of Business (LOB) is responsible for developing the framework and organizational structure necessary to implement the Environmental Policy. This framework consists of a set of management systems—including training programs and procedural guidelines—designed to ensure operations remain in compliance with federal, state, and local environmental permits and regulations, as well as relevant PSEG policies and practices. Strong environmental performance is achieved through the disciplined application of these systems, which effectively manage risks and address environmental impacts.

Corporate Health & Safety is responsible for maintaining the organizational structure and overseeing the implementation of occupational health & safety policies and standards. This includes oversight of the Company's Enterprise Health, Safety, and Wellbeing Council and



maintaining working partnerships with Corporate Security, Procurement, and the Medical functions.

Corporate Security is responsible for developing and implementing measures, including writing and implementing practices, instructions, directives, and standard operating procedures (i.e., “setting security standards”) designed to protect and safeguard assets (i.e., protect personnel, prevent unauthorized access to facilities, equipment, materials, and information from harm, misuse, theft, or diversion), maintain business continuity, manage crises, and comply with applicable regulatory requirements.

Procurement is responsible for developing and incorporating into all contracts for procurement of contractor labor appropriate terms and conditions to assure compliance with this policy.

VI. Key Roles and Responsibilities

For the environmental component of this policy, each LOB, with the advice and assistance of the Managing Counsel – Environmental Law, maintains this policy, and interprets and monitors, and assures that it is implemented within their organization.

For the occupational health and safety component of this policy, the Executive Director – Labor & Employee Relations and Corporate Health & Safety, with the advice and assistance of the Managing Counsel - Labor and Employment, maintains this policy, and interprets and monitors, and assures that it is implemented across PSEG.

For the "Nuclear Safety" component of this policy, the Chief Nuclear Officer (CNO) will monitor implementation of this policy regarding Nuclear Safety, with the advice and assistance of the assigned Nuclear Regulatory Counsel, and provide feedback to the appropriate SET members, the Chief Executive Officer, and the Board of Directors, as necessary, to assure effectiveness.

For the security component of this policy, the Vice President of Corporate Security & Properties maintains this policy and assures that it is implemented across PSEG.

All employees are responsible for understanding their role in maintaining a safe, healthy, secure, environmentally sound, and compliant workplace.

VII. Point of Contact

For questions related to Environment, contact Director, Environmental for Nuclear, and the Senior Director Environmental Projects & Services for the Utility. For questions related to Corporate Health & Safety, contact Director, Safety. For questions related to Security, contact Senior Director, Corporate Security Operations.