



Human Rights

PSEG Policy

10

July 14, 2020

Statement

As a company that respects human rights, Public Service Enterprise Group Incorporated (PSEG), recognizes the importance of an inclusive culture that respects every individual, encourages teamwork, and collaborates with our communities and stakeholders as we strive to build a sustainable energy future. PSEG is committed to maintaining effective compliance policies and practices, due diligence and mitigation processes that enable us to identify, prevent and mitigate adverse human rights impacts resulting from or caused by our operations.

Applicability

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

Scope

This Policy applies to all employees of any PSEG Company.

Objectives

PSEG and its family of companies have a fundamental commitment to human rights. In keeping with the words Public Service in our name, we are proud of our employees' dedication over more than 100 years to providing safe, reliable energy to our customers and making our communities better places to live and work. As a responsible corporate citizen and leader in the energy field, we remain steadfast in our commitment to treating people with dignity and respect at all times. We are determined to maintain the high standards of ethical conduct on which our business and reputation have been built. These standards of conduct apply to our vendors and suppliers with no exception.

This Policy is a formal statement of values that have long defined PSEG's way of doing business. PSEG's Human Rights Commitment is inspired by applicable international human rights principles expressed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. This Policy is intended to summarize certain commitments of the Company and is not intended to state all principles that will guide PSEG in its commitment to human rights.

Implementation

PSEG will enforce its policies and practices with regard to:

Safe and Healthy Workplace

PSEG's commitment to employee wellbeing and safety is our foremost priority and is supported by our employees' exemplary efforts over many years. An indispensable foundation of our business is a safe and healthy workplace in compliance with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve employee wellbeing and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

A safe and healthy workforce is a high-performing workforce. We take appropriate steps to ensure all individuals working on our property and on projects for the Company have the necessary training and protective equipment to perform their jobs in a safe manner and to maintain their personal health and safety. Everyone, regardless of personal status, should feel safe and comfortable to raise and correct any unsafe practices they encounter in the workplace. Company supervision is responsible to ensure a safe environment where all potential reporters of unsafe conditions feel safe and comfortable to raise concerns.

Valuing Diversity

At PSEG we are committed to a diverse and inclusive workplace where employees feel safe, welcome and appreciated for what they contribute and understand that, as an organization, we value diverse points of view. We also work hard to ensure our workplace represents and reflects the communities that we serve. Fostering an inclusive workplace culture where every employee experiences a sense of belonging and has the opportunity to reach their full potential is critical to helping us drive our business forward. We routinely work to enhance diversity & inclusion, including strong support of our Employee Business Resource Groups (EBRGs); dedicated community outreach and recruitment efforts to increase our employee population of women, people of color, veterans, and persons with disabilities; and community volunteerism events designed to strengthen our partnerships with the diverse communities that we serve. Diversity & Inclusion is one of our Core Commitments, and with that Core Commitment, we are committed to supporting our employees' unique perspectives, experiences, and ways of thinking.

Community and Stakeholder Engagement

PSEG recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level.

We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Freedom of Association and Collective Bargaining

PSEG values strong labor–management relations. The Company respects our employees’ right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purposes of collecting bargaining or other mutual aid or protection. The Company also respects our employees’ rights to refrain from any or all of such activities, except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized by law. Where employees are represented by a legally recognized labor organization, we are committed bargaining in good faith with such representatives.

Workplace Security

PSEG is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Forced Labor and Human Trafficking

PSEG prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

Child Labor

PSEG prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

PSEG compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Guidance and Reporting for Employees

PSEG creates workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to following all applicable labor and employment laws wherever we operate. There are several channels for raising concerns, some of the available resources include: PSEG Office of Ethics & Compliance at 973-430-6405 or ethics.compliance@pseg.com and for concerns about harassment or discrimination PSEG Employee Relations at 973-430-5545 or employeerelations@pseg.com.

Key Roles and Responsibilities

Each member of PSEG’s Senior Executive Team is responsible for coordinating and implementing the Company’s Human Rights Policy within their areas of responsibility; PSEG’s Senior Vice President Corporate Citizenship, administers and interprets this policy.

All PSEG employees are responsible for understanding and implementing this policy in the

workplace. Accountability involves holding ourselves to the highest ethical standards, even in the most difficult situations. Our core commitments – safety, integrity, continuous improvement, diversity and inclusion, and customer service – guide our conduct wherever we operate.

Revision History

Date	Material?	Summary of Changes
11/29/2018	N/A	Newly created practice
7/14/2020	Yes	Changed from practice to policy; updated Valuing Diversity section
9/29/2022	No	Update Key Roles and Responsibilities to reflect change from EOG to SET. No other review completed – as such, prior review date of July 14, 2020 remains.

References

- [Enterprise Practice, 700-1, HR Practice Guide](#)
- [Enterprise Policy, 3, Corporate Responsibility](#)
- [Enterprise Policy, 2, Environmental Health and Safety](#)
- [Enterprise Policy, 7, Diversity and Inclusion](#)

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