



## Human Rights Practice

### Purpose

As a company that respects human rights, 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

Public Service Enterprise Group Incorporated (PSEG) and the PSEG 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 corporate practice is a formal statement of values and practices 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 corporate practice 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.

### **Valuing Diversity**

PSEG values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and zero tolerance for discrimination, harassment and retaliation. We are dedicated to maintaining workplaces that are free from discrimination and harassment on the basis of race, gender, color, national origin, marital or family status, religion, age, disability, sexual orientation, veteran status or any other status protected by applicable law. Recruitment, hiring, placement, training, compensation and advancement at the Company are based on each person's relevant qualifications, performance, skills and experience.

The Company does not tolerate behavior that is demeaning, intimidating, or offensive and retaliation for speaking up is strictly prohibited. These principles apply not only to PSEG employees but also to the contractors with whom we work.

### **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 collective 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 to 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.

## **Key Roles and Responsibilities**

Each member of PSEG’s Executive Officer Group is responsible for coordinating and implementing the Company’s Human Rights Practice within their areas of responsibility; PSEG’s SVP Corporate Citizenship, administers and interprets this practice.

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.