Human Rights

PSEG Policy
10
September 8, 2026

I. Statement

As a company that values human rights, Public Service Enterprise Group Incorporated (PSEG) recognizes the importance of an inclusive culture that respects individuality, encourages teamwork, and collaborates with our communities and stakeholders as we strive to build a sustainable energy future. PSEG works to maintain effective compliance with policies and practices, and to minimize adverse human rights impacts resulting from or caused by our operations.

II. Applicability

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

III. Scope

This Policy applies to all PSEG employees.

IV. Objectives

A. PSEG believes in the importance of human rights. As part of our goal of being a responsible corporate citizen and leader in the energy field, we are committed to treating people with dignity and respect. We are determined to maintain the high standards of ethical conduct upon which we believe our business and reputation have been built.

B. This Policy, which outlines aspects of our values and PSEG's way of doing business, 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. As outlined in more detail below, PSEG is focused on:

- A safe, secure, and healthy workplace;
- Embracing inclusion and the elimination of discrimination in respect to employment and occupation;
- Community and stakeholder engagement;
- Freedom of association and the effective recognition of the right to collective bargaining;

- The elimination of all forms of forced or compulsory labor; and
- The effective abolition of child labor.

C. PSEG expects our vendors and suppliers to share in these and other commitments set forth in our PSEG Supplier Standards of Conduct.

V. Implementation

PSEG works to enforce its policies and practices regarding:

A. Safe, Secure and Healthy Workplace

1. Wellbeing and safety are top priorities for PSEG. Our operations rely on a safe, secure, 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. PSEG strives to maintain a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.
2. We focus on 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.
3. PSEG believes that a safe and healthy workforce is a high-performing workforce. We work to take appropriate steps so that individuals on our property and on our projects have the necessary training and protective equipment to perform their jobs in a safe manner and to maintain their personal health and safety. We reinforce the message that everyone, regardless of personnel status, should feel safe and comfortable to raise and correct any unsafe practices they encounter in the workplace. PSEG expects that its management will foster a safe environment where all potential reporters of unsafe conditions can feel safe and comfortable to raise concerns.

B. Valuing Inclusion

1. At PSEG, we aspire to create an 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.
2. We recognize and respect the rights of vulnerable groups around the world, including those established in the:
   - United Nations (UN) Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979
   - UN Convention on the Rights of the Child (CRC), 1989
   - International Convention on the Elimination of all Forms of Racial Discrimination (ICERD), 1965
   - UN Convention on the Rights of Persons with Disabilities (CRPD), 2006

We do not tolerate or knowingly contribute to threats, intimidation, or attacks against human rights defenders in relation to our operations. We also recognize that around the world, women face discrimination, lack access to skills and training, and often

lack protection of basic rights and laws. We work to support women's rights and economic inclusion, including support for equal pay.

We recognize that fostering an inclusive workplace culture where every employee experiences a sense of belonging will help to drive our business forward. We support our Employee Business Resource Groups (EBRGs).

C. Community and Stakeholder Engagement

1. PSEG recognizes its impact on the communities in which it operates. We seek to engage with stakeholders in those communities to listen to, learn from and consider their views as we conduct our business.
2. Where appropriate, we seek to engage 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 aim to—create economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

D. Freedom of Association and Collective Bargaining

1. 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.
2. The Company also respects our employees' rights to refrain from any or all 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.
3. Where employees are represented by a legally recognized labor organization, we are focused on bargaining in good faith with such representatives.
4. PSEG is committed to following all applicable labor and employment laws wherever we operate.

E. 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 including:

- Failing to provide an employment contract or work document where required by law; and
- Using misleading or fraudulent practices to recruit employees, such as failing to disclose key terms and conditions of employment.

F. Child Labor

1. PSEG prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.
2. PSEG directs its suppliers to adhere to the PSEG Supplier Standards of

Conduct, which requires that they comply with the Uyghur Forced Labor Prevention Act and relevant local authority for child labor.
3. PSEG strictly prohibits the use of exploitative child labor.

G. Work Hours, Wages and Benefits

1. PSEG compensates employees competitively relative to the industry and local labor market.
2. We comply with applicable wage, work hours, overtime, and benefits laws.

H. Guidance and Reporting for Employees

1. PSEG strives to create workplaces in which open and honest communications among all employees are possible.
2. 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. PSEG employees may also report concerns anonymously, if they so choose, to the PSEG Integrity Line service at 1-800-655-7269 or https://pseg.alertline.com. The Integrity Line is available 24x7x365.

VI. 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 with support from the SVP Chief Administrative Officer and Chief Human Resources Officer.

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. PSEG's values guide our conduct wherever we operate.

VII. Point of Contact

For questions, contact Director ESG & Sustainability.

VIII. 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.
9/8/2026	Yes	Update to: Statement, Objectives to reference PSEG's Supplier Standards of Conduct and set forth PSEG commitments in this policy; add secure to safe and healthy workplace; add more specific language in forced labor and child labor sections; add information on Integrity Line in guidance on reporting for employees; changed core commitments to

		PSEG's values; Key Roles & Responsibilities to add that the SVP Corporate Citizenship administers and interprets this Policy with support from the SVP Chief Administrative Officer and Chief Human Resources Officer; added point of contact; updated to new template and made minor revisions for readability throughout.

IX. References

Practice 700-1, HR Practice Guide
Policy 3, Corporate Responsibility
Policy 2, Environmental Health and Safety