



OUR CODE OF CONDUCT

Delivering on Our Purpose, Virtues and Stands



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A MESSAGE FROM PATTI



[See Patti's video](#)

It is everyone's job to be curious, ask questions and speak up when something doesn't seem right.

PG&E Team,

Our culture at PG&E is embodied in our Virtues to fulfill our Purpose and deliver our Stands. We must be trustworthy, empathetic, curious, tenacious, nimble and owners of our work.

Our Code of Conduct reflects these Virtues and is a valuable tool in helping us model them. Like any tool, we have to understand it to use it well, so please take some time to read our Code and continue to reference it in your day-to-day jobs.

Our Code applies to everyone — all coworkers of PG&E — and cannot be waived.

It provides details about risks we face and the expectations we have for ourselves and each other in behaving ethically. It is a resource for answering our questions about ethics and knowing how to report our concerns.

It is everyone's job to be curious, ask questions and speak up when something doesn't seem right.

If you have any concerns about safety or possible misconduct, please talk to your leader immediately or contact any of the resources here in our Code, which is available on the [Peggy Bot \(Code of Conduct\)](#) in Teams and on our [intranet page](#).

PG&E supports those who speak up and will not tolerate retaliation against anyone who makes a report in good faith or cooperates with investigations. PG&E's leadership team will listen and take appropriate action.

Thank you for your commitment to understanding and following our Code of Conduct, and for modeling the Virtues that are fundamental to our success.

Leading with love,

PATTI POPPE
Chief Executive Officer, PG&E Corporation

OUR CODE AND OUR RESPONSIBILITIES

Our Code reflects who we are and functions as a tool for carrying out our Purpose, being true to our Virtues and accomplishing our Stands.

OUR CODE

Our Code reflects who we are and functions as a tool for carrying out our Purpose, being true to our Virtues and accomplishing our Stands.

Throughout our Code, the term "PG&E" refers to PG&E Corporation and its affiliates and subsidiaries, including Pacific Gas and Electric Company. The term "coworkers" refers to PG&E employees, and the term "suppliers" refers to individuals or organizations that do or are actively seeking to do business with PG&E. "Suppliers" includes contractors, consultants and vendors.

Our [Code](#) applies to everyone at PG&E, including all coworkers and officers. PG&E board members should reference the [Director Code of Conduct](#). Suppliers should use the PG&E [Supplier Code of Conduct](#).

Our Code always applies, and there are no waivers. Our Code cannot cover every situation, but it is updated regularly, so check our website or the Peggy Bot chatbot for the most current version. To access Peggy Bot, launch Microsoft Teams and search for [Peggy Bot \(Code of Conduct\)](#) in the chat window.

OUR RESPONSIBILITIES

We always operate with integrity. Every PG&E coworker must follow our Code, our policies and any applicable laws and regulations.

We maintain trust with our customers and other stakeholders and with each other by speaking up, listening up and following up. We cooperate fully with all investigations and work respectfully with everyone. We do not retaliate, and we report any retaliation we discover or suspect.

What is retaliation?

Retaliation is a threat or action against a coworker for raising a concern, reporting misconduct in good faith, cooperating in an investigation and the like. It can take many forms but may include anything done to punish a coworker for genuine efforts to enforce or follow our Code, our policies or the law in some way.

Speaking up and asking questions are our core ethical responsibilities, and we truthfully and promptly report concerns about Code or policy violations.

MAKING ETHICAL DECISIONS

WHEN FACED WITH A DIFFICULT DECISION, ASK YOURSELF:

Will my actions have a neutral or positive effect on the psychological and physical safety of others?



Do my actions follow our Code, our policies and the law?



Do my actions feel right and are they consistent with our Purpose, Virtues and Stands?



Could I stand by my actions even if they were made public?

If you answered **“yes”** to every question, please proceed.

IF YOU'RE NOT SURE, OR YOU ANSWERED **“NO” TO ANY OF THE QUESTIONS, DON'T PROCEED.**

Ask your leader or the [Ethics & Compliance Helpline](#) for guidance. For more information, see the [How You Can Speak Up](#) section.

Coworkers who violate our Code or our policies, standards and procedures may face disciplinary action or termination of employment. In certain cases, noncompliance can also lead to legal action or criminal prosecution.

If a safety incident occurs, we learn why it happened and take the necessary steps to prevent a recurrence.

Coworkers may be disciplined if they do any of the following:

- ▶ Act recklessly or in bad faith
- ▶ Show a pattern of carelessness or noncompliance
- ▶ Violate our Code, policies or safety rules

We do not tolerate retaliation against a coworker for speaking up or raising a safety concern in good faith. When coworkers speak up for safety, they are doing the right thing.



OUR VALUES

OUR PURPOSE:

Delivering for our hometowns
Serving our planet
Leading with love

OUR VIRTUES:

Trustworthy
Empathetic
Curious
Tenacious
Nimble
Owners



OUR STANDS:

PEOPLE

Everyone and everything is always safe.
Catastrophic wildfires shall stop.
It is enjoyable to work with and for PG&E.

PLANET

Clean and resilient energy for all.

PROSPERITY

Our work shall create prosperity for all customers and investors.

WHAT WE EXPECT FROM OUR LEADERS

Leaders at PG&E have a special role in promoting integrity and modeling adherence to our Code and policies. Leaders should:

- ▶ Know our Code, policies and standards
- ▶ Encourage coworkers and suppliers to act in accordance with our Code and policies and hold them accountable for doing so
- ▶ Be approachable and ready to listen to and follow up on coworkers' and suppliers' questions and concerns
- ▶ Promptly report concerns about suspected violations of our Code to our [Ethics & Compliance Helpline](#) and concerns about unsafe work practices, noncompliance and process improvements to the [Corrective Action Program](#) (CAP)
- ▶ Never engage in retaliation
- ▶ Report any retaliation or threats of retaliation to our [Ethics & Compliance Helpline](#)



SPEAK UP, LISTEN UP, FOLLOW UP

SPEAK UP: HOW TO DO IT AND WHY IT MATTERS

We can't fix a problem that we don't know about.

Everyone is responsible for speaking up about misconduct once they become aware of it. This includes any unethical behavior or any violation of our Code or policies or applicable laws or regulations. If you are uncertain about a situation, seek guidance on our Code, safety issues, ethics, compliance and legal issues by contacting your leader, Human Resources or the [Ethics & Compliance \(E&C\) Helpline](#).

Speaking up can be difficult, but please consider the consequences — to yourself, your coworkers, PG&E and our hometowns — if you stay silent. Our company fosters a psychologically safe environment where everyone can feel free to speak up and trust that they will be supported.

We must listen up and follow up when our coworkers speak up.

What is misconduct?

Misconduct is behavior that violates our Code, our policies, standards or procedures, or laws and regulations. Misconduct may be intentional or unintentional. Coworkers who engage in misconduct are subject to discipline or termination of employment.

Want to know more? Read our [Employee Conduct Standard \(CDT-1004S\)](#) and our [WE CARE Panel Standard \(CDT-2002S\)](#).

HOW YOU CAN SPEAK UP

- ▶ Contact your immediate leader.

If the issue involves your leader or you are uncomfortable with that approach, consider elevating your concern to the next level of management. You are not required to go to a leader. Here are some additional options:

Coworker conduct and guidance

- ▶ Contact our E&C Helpline 24/7 at 1-888-231-2310 or [via the web](#) to report violations of our Code, accounting issues or illegal activity. You may remain anonymous when reporting concerns.
- ▶ Contact the Ethics & Compliance Department at EthicsComplianceHelp@pge.com for guidance or questions about our Code, policies, standards or procedures.
- ▶ Coworkers and contractors at the Diablo Canyon Power Plant and the Humboldt Bay Power Plant may contact the Employee Concerns Program (ECP) Hotline at 805-545-4994 or ECPHotline@pge.com to request guidance or report nuclear safety and nuclear quality concerns.

If you are not sure where to turn, contact our [E&C Helpline](#). Remember, PG&E does not tolerate any retaliation against coworkers who raise questions or concerns. If you experience or discover retaliation, report it immediately.

SPEAK UP, LISTEN UP, FOLLOW UP

Unsafe work practices and process concerns

- ▶ Contact the [Corrective Action Program \(CAP\)](#). You may remain anonymous if you wish. For questions or guidance on CAP, contact CAPHelp@pge.com.

Safety incidents and injuries

As soon as you experience work-related discomfort or an injury, call the 24/7 Nurse Care Line at 1-888-449-7787 and notify your immediate leader. You may call the Nurse Care Line first.

In life-threatening or emergency situations, call 911 and seek emergency care immediately.

If there is a workplace violence concern, contact Corporate Security at 1-800-691-0410. If it is an emergency, contact 911.



INVESTIGATING REPORTS OF MISCONDUCT AND UNSAFE WORK PRACTICES

PG&E takes reports of misconduct and unsafe work practices seriously. Everyone must cooperate with investigations and provide complete, truthful and accurate information when participating in one. Our misconduct investigation process starts with a report that is assigned, evaluated and investigated as needed. Investigations could conclude with training, policy modification, disciplinary action or termination of employment. Those who raise concerns will be notified of investigation outcomes.

Want to know more? Read our [Employee Conduct Standard \(CDT-1004S\)](#).

Our unsafe work practice investigation process:

To learn more about the CAP process, read these standards:

- ▶ [Safety Incident Notification and Response Management Standard \(SAFE-1004S\)](#)
- ▶ [Enterprise Cause Evaluation Standard \(GOV-6102S\)](#)

OUR RESPONSIBILITY TO EACH OTHER

We embrace Diversity, Equity, Inclusion and Belonging and report conduct that does not reflect that commitment.

EQUAL EMPLOYMENT OPPORTUNITY

We maintain a workplace that is free of discrimination and respectful of diverse perspectives and talents. We provide all coworkers with equal opportunities for jobs, skills training and promotions. We embrace Diversity, Equity, Inclusion and Belonging and report conduct that does not reflect that commitment.

We are committed to human rights, and we treat all coworkers with dignity and respect. We provide them with safe and humane working conditions. We pay fair wages, salaries and benefits. We do not participate in worker exploitation or the use of forced or involuntary labor, including human trafficking. We do not employ any person under the applicable minimum legal age or under the age for completing compulsory education, whichever is older.

[Want to know more?](#) Read our [PG&E Human Rights Policy \(GOV-12\)](#).



OUR RESPONSIBILITY TO EACH OTHER

What are examples of individual characteristics or actions protected from discrimination and harassment?

- ▶ Age
- ▶ Race, color
- ▶ Ancestry, national origin
- ▶ Religion, religious creed
- ▶ Citizenship
- ▶ Sex (including pregnancy, childbirth, breastfeeding or related medical conditions)
- ▶ Domestic violence victim status
- ▶ Gender, gender identity, gender expression, sex stereotyping
- ▶ Sexual orientation
- ▶ Transgender status
- ▶ Genetic information
- ▶ Marital status
- ▶ Medical condition
- ▶ Military and veteran status
- ▶ Physical or mental disability
- ▶ Political affiliation
- ▶ Protected medical leaves
- ▶ Any other status protected by federal, state or local laws as well as any other non-job-related factor

Want to know more? Read our [Equal Employment Opportunity and Affirmative Action Policy](#) and our [Mothers' Rooms Standard \(SAFE-2105S\)](#).

RESPECTFUL WORKPLACE

We maintain a respectful workplace and never tolerate harassment of any kind. Any conduct, communication, text message, image, data, sound, social media post or other information that is inappropriate or offensive, including material with content of a sex-based nature, is not acceptable. Coworkers who witness or experience any harassing behavior must speak up and report it immediately.

Want to know more? Read our [Policy for a Harassment, Discrimination and Retaliation-Free Workplace](#).



OUR RESPONSIBILITY TO EACH OTHER

CONDUCT OUTSIDE OF WORK

Our off-duty conduct could adversely impact PG&E. The impact could be on our coworkers, the public, workplace safety, PG&E's reputation or our ability to serve customers.

Should conduct outside of work, including posting on social media, be determined to violate our Code, PG&E may consider it misconduct and address it as such.

PG&E will assess off-duty misconduct on a case-by-case basis and determine appropriate action(s).

[Want to know more?](#) Read our [Employee Conduct Standard \(CDT-1004S\)](#).

We maintain a respectful workplace and never tolerate harassment of any kind.

What is harassment?

Examples include:

- ▶ Bullying
- ▶ Hazing
- ▶ Offensive or hostile behavior or other verbal, written or electronic communication that targets a characteristic of a coworker protected by law, such as race, gender, age, disability and the like
- ▶ Behavior that unreasonably targets another coworker
- ▶ Conduct that creates an intimidating work environment
- ▶ Conduct that interferes with a coworker's ability to do their job
- ▶ Sexual harassment (unwelcome sexual advances, requests for sexual favors or other verbal, written or electronic overtures, or physical contact of a sexual nature)

OUR RESPONSIBILITY TO EACH OTHER

SAFE AND SECURE WORKPLACE

PG&E maintains a safe and secure working environment. Threats or acts of physical violence, intimidation, harassment, stalking, sabotage or vandalism may lead to discipline or termination of employment. We're here to help coworkers who may be victims of work-related crimes. Resources are available through Ethics & Compliance, the Law Department and Corporate Security.

We remain vigilant and:

- ▶ Report unknown people or packages
- ▶ Secure and report any open doors or gates
- ▶ Do not allow anyone to tailgate into PG&E facilities
- ▶ Always follow proper badge protocol at our facilities
- ▶ Maintain situational awareness

If you see something, speak up.

Want to know more? Read our [Personal Protection Standard \(SEC-2014S\)](#).

Weapons

We do not permit weapons in our workplace or on our job sites. Weapons may not be brought, carried, stored or used on property or in vehicles that are PG&E-owned, -leased or -rented, or in a personal vehicle while it's being used for PG&E business, unless there is a previously authorized and legitimate business reason to do so.

Use of alcohol and drugs

Working under the influence of alcohol or drugs, including recreational and medical marijuana, is prohibited while on PG&E property, at a jobsite or working remotely. Coworkers must tell their leader if they are taking any medication, including any prescription or over-the-counter medication, that could affect their ability to work safely and efficiently.

Coworkers may not consume, possess, display, transport or sell alcohol, recreational or medical marijuana, or illegal drugs while on duty, while in a PG&E-owned, -rented or -leased vehicle, or while conducting PG&E business in a personal vehicle.

Coworkers may seek and obtain prior consent from a director or officer to transport alcohol in a PG&E-owned, -rented or -leased vehicle. Alcohol is not permitted at PG&E events unless an officer provides prior written approval for consuming alcohol for special occasions or certain business meetings.

Alcohol that is served at a work-related social function may be consumed in moderation. However, be mindful that your actions impact PG&E's reputation and that you may not conduct official business while under the influence of alcohol.

Do not drive a PG&E-owned, -rented or -leased vehicle after consuming any alcohol.

Want to know more? Read [PG&E's Employee Business Expenses and Travel Standard \(FIN-22110S\)](#).

OUR RESPONSIBILITY TO EACH OTHER

FITNESS FOR DUTY

Coworkers must be mentally and physically fit to perform the essential functions of their job, with or without accommodation. If your fitness for duty is called into question, you will be subject to a mandatory fitness for duty assessment and/or U.S. Department of Transportation (DOT) or non-DOT Reasonable Suspicion testing. Anyone who violates fitness for duty policies or alcohol-free and drug-free workplace standards may face disciplinary action that could include termination of employment.



OUR RESPONSIBILITY TO PG&E

SECURING OUR PROPERTY AND ASSETS

We protect our assets that are critical for doing our work and for providing safe, reliable, affordable and clean energy. Property and other PG&E assets, such as gas and electrical equipment, our technology systems, and our customers' and coworkers' data, must be used, maintained, protected and disposed of properly. Coworkers who misuse or steal PG&E assets, including taking or using PG&E materials for personal use, will face disciplinary action or termination of employment. We must safeguard the PG&E assets issued to us, such as mobile devices, tools and materials.

Coworkers should have no expectation of privacy in any PG&E facility or for any items used within, including desks and locked drawers or cabinets. As for personal belongings used for PG&E business or brought onsite for any reason, coworkers should have a diminished expectation of privacy. Whenever necessary, PG&E may access and search coworker work areas or belongings while on PG&E property. Coworkers must cooperate fully.



What are PG&E assets?

Does PG&E own it, rent it or lease it? If the answer is yes, then it's a PG&E asset.

Tangible assets include generation assets, our pipeline system, materials, computers, phones, tablets, tools, real property, vehicles, physical structures, meters and equipment.

Intangible assets include data, information and records concerning PG&E coworkers, suppliers or customers, and intellectual property and nonpublic information about PG&E.

Coworkers must secure PG&E assets in accordance with our [User Responsibilities Standard \(SEC-1001S\)](#). Assets include but are not limited to:

- ▶ PG&E vehicles
- ▶ Access points
- ▶ Tools and software
- ▶ Personal Protective equipment (PPE) and PG&E branded clothing
- ▶ Phones, touchpads and laptops
- ▶ PG&E credit cards, Pcards and fuel cards

OUR RESPONSIBILITY TO PG&E

We share the responsibility for keeping California's energy networks running. We must:

- ▶ Connect only authorized computers and equipment to PG&E networks
- ▶ Never transfer company data or personal information outside PG&E without following PG&E guidelines, including:
 - Never transferring PG&E information to a personal computer, phone, cloud storage, external hard drive or any other device or location
 - Never emailing PG&E information classified as Internal, Confidential or Restricted to a personal email account — unless it is our personnel information, such as W-2s, pay stubs and benefits
- ▶ Use only approved, authorized and properly licensed software and applications on PG&E information technology (IT) assets, including computers, tablets and smartphones
- ▶ Never click on links or open email attachments unless the email is expected and we know and trust the sender
- ▶ Check PG&E's security guidelines before international travel and only transport technology assets outside the U.S. after receiving pre-approval. We must not transport PG&E technology assets to or access PG&E electronic resources from restricted countries
- ▶ Never participate in outside engagements, either domestic or foreign, that may pose a risk of talent loss, intellectual property theft or transfer of technology

When using PG&E technology assets, we maintain all security controls and report any suspected breach of our computer systems or networks to the Technology Solution Center (TSC) at 415-973-9000.

We are allowed to make limited personal use of certain PG&E assets if it is incidental to business. These assets include physical items such as personal computers, phones, scanners, copy machines and conference rooms. For example, we may occasionally make a personal phone call using our PG&E-owned device. However, we may not use company phones as our personal phones, nor use PG&E vehicles for personal reasons.

Coworkers who are issued PG&E-owned devices, such as smartphones, must conduct company business on their PG&E-owned devices and accounts rather than their personal devices or accounts. We have a duty to preserve all business communications, and so, we must not use unapproved ephemeral messaging tools or applications that do not retain messages, such as WhatsApp or Snapchat, to conduct PG&E business.

Communications, including emails and text messages, should always be respectful of our coworkers, customers and other stakeholders. PG&E will take action in response to communications that conflict with our Virtues.

OUR RESPONSIBILITY TO PG&E

Coworkers should have no expectation of privacy when using PG&E computers, devices or other PG&E-provided technology. Information on PG&E computers and electronic devices, and all documents created during and related to employment at PG&E on any personal computers or devices, are the sole intellectual property of PG&E. PG&E reserves the right to legally monitor information on PG&E computers and electronic devices.

MONITORING OF PG&E FACILITIES AND VEHICLES

PG&E uses physical monitoring technologies, including 24-hour video recording, in and around its facilities. PG&E-owned vehicles may use technologies, such as GPS systems, cameras, and speed and safe driver monitoring, to track the vehicle and driver. By entering a PG&E facility or entering or operating a PG&E-owned vehicle, you understand and agree to this monitoring.

Want to know more? Read our [Software Management Standard \(IT-1001S\)](#) and our [User Responsibilities Standard \(SEC-1001S\)](#).

ACCURATE DATA

To meet our mission, we must have complete, accurate and timely data, and we must be responsible for the creation, storage, access, controls, governance, quality, metadata, usage, analysis, security, retention and disposition of data.

Want to know more? Read our [Enterprise Data Management Policy \(GOV-09\)](#).

What is data?

Data refers to the raw facts or figures that form the building blocks of information.

What is information?

Information is a collection of data that has been given value through analysis, interpretation or compilation in a meaningful form. Information may be deemed a record or a non-record.

OUR RESPONSIBILITY TO PG&E

What is a record?

A record is any information, regardless of format and including supporting documents, that is created, received and/or maintained that documents business actions, transactions or decisions. Records also include contractual, legal and/or regulatory requirements or obligations as well as PG&E policies, standards and procedures. Examples of company records:

- ▶ Maintenance records and inspection documents
- ▶ As-built drawings
- ▶ Personnel documents
- ▶ Reports to government agencies or other public communications
- ▶ Workers' compensation or other benefit-related information, such as dependent eligibility
- ▶ Financial reports
- ▶ Payroll records, including time reports (timecards)

ACCURATE RECORDS

We must have accurate, timely and complete records that document our work. Each of us is responsible for managing records and information. We store our records in accordance with specific PG&E policies, standards and procedures, including the Information & Records Retention Schedule (Retention Schedule). The schedule lets us know how long records need to be retained before starting the disposition process. Records subject to a legal hold must not be destroyed until the Law Department releases the hold, regardless of eligibility per the Retention Schedule. The Law Department issues and communicates legal holds. Contact DiscoveryTeam@pge.com for questions.

Records that include personal information, as defined in the [Personal Information](#) section of our Code or in our [Privacy Standard \(GOV-8001S\)](#), may be accessed only on a business need-to-know basis. They must be stored according to PG&E requirements for confidential or restricted information.

Want to know more? Read our [Enterprise Records and Information Management Standard \(GOV-7101S\)](#) and all related guidance documents in the (GOV-7000) series.

OUR RESPONSIBILITY TO PG&E

What is fraud?

Fraud occurs when a person makes an intentional misrepresentation or concealment of facts or makes intentionally misleading claims to obtain a benefit. Examples of fraud include falsifying documents, recording time worked on time reports when no work was done (regular as well as overtime), intentionally concealing the misuse of company credit cards for personal items, charging the company for travel mileage not earned, or changing a family member's account information against company policy for their personal benefit. This is not intended to be an exhaustive list of all the types of behavior that constitute fraud.

Want to know more? Read our [Employee Conduct Standard \(CDT-1004S\)](#).

Fraud prevention and internal accounting controls

We keep accurate books and records, and we prepare accurate financial and non-financial reports. PG&E actively monitors for many types of fraud and continues to put controls in place to detect fraudulent activity. Fraud is not tolerated, and leaders must not direct their coworkers to commit fraud on their behalf. Coworkers who engage or assist leaders, suppliers or others in fraud are subject to discipline or termination of employment and may also face criminal prosecution.

Business expenses

Misrepresentation of business expenses is also fraud. Business expenses should be reasonable, prudent and necessary. Use PG&E funds for PG&E business expenses only. We do not use company funds to make unauthorized or personal purchases, and we do not use PG&E credit cards for personal purchases. Leaders are responsible for validating business expenses when approving expense reports.

Want to know more? Read our standards:

- ▶ [Time Reporting Standard for Employees in Non-Represented Jobs \(FIN-2160S\)](#)
- ▶ [Time Reporting Standard for Union-Represented Employees \(FIN-2161S\)](#)
- ▶ [Employee Business Expenses and Travel Standard \(FIN-2210S\)](#)



OUR RESPONSIBILITY TO PG&E

GIFTS

Gift-giving in a business setting can create a sense or appearance of influence over decision-making.

We may offer or accept gifts valued at \$100 or less to or from any suppliers, other third parties or customers. PG&E coworkers, immediate family members, contractors, consultants and those seeking to do business with PG&E and our suppliers are all subject to the same rules regarding gifts. Coworkers may give gifts to other coworkers as long as they use personal funds.

Conditions for giving and receiving gifts

The giving and receiving of gifts must meet all five conditions below:

1. **The total value of all items given or received over a 12-month period must not exceed \$100 to or from a single entity or individual.**
2. The item is customary and does not create any appearance of impropriety.
3. The item results in no special or favored treatment.
4. The item could not be considered extravagant or excessive.
5. The item is not concealed in any way.

In the future, coworkers may be required to disclose gifts using the Conflicts of Interest Diagnostic Tool.

Want to know more? Read our [Conflicts of Interest Standard \(CDT-1005S\)](#) or contact us at EthicsComplianceHelp@pge.com.

Items of more than \$100 in value must be pre-approved by our leader, and Ethics & Compliance must be notified. We must return gifts that violate this policy. If we return a gift to the giver within 30 days or reimburse the giver from personal funds, it is not considered a gift. Any reimbursement must be documented using our [Gifts Reimbursement Form](#).

The rules around providing items of value to federal, state and local government officers, officials and employees may be more restrictive than PG&E's gift policy. Contact PoliticalCompliance@pge.com to receive advance approval for all contributions (monetary and in-kind) or gifts (including food and beverages) made to government officials or employees on behalf of PG&E.

Want to know more? Read our [Conflicts of Interest Standard \(CDT-1005S\)](#) for more guidance.

What is a supplier?

An individual or organization that does or is actively seeking to do business with PG&E.

OUR RESPONSIBILITY TO PG&E

What is a gift?

A gift can be anything of value, including:

- ▶ A ticket to a sporting event, concert, play or other entertainment event
- ▶ A round of golf
- ▶ A non-business meal
- ▶ A bottle of wine
- ▶ A free service (car detail, free parking and the like)
- ▶ A special discount not available to all coworkers
- ▶ An all-expenses-paid trip to a conference or trade show
- ▶ A ticket to a charitable or fundraising event
- ▶ Perishable food items, such as a fruit basket or box of chocolates

We may not accept gift cards, cash, tips or gratuities from any suppliers, other third parties or customers. PG&E-funded gifts to coworkers, such as gift cards, must be made in accordance with PG&E's [Coworker Recognition program](#).

Customary business meals and conference attendance

Customary business meals are not considered gifts. These are routine meals that are similar in cost to PG&E coworkers' meals when they travel for business.

If a coworker is a guest speaker at a conference hosted by a supplier or other third party, the conference host may pay for the coworker's conference registration fee in addition to customary business meals. PG&E is responsible for paying for the coworker's airfare, lodging, entertainment and other expenses associated with attending the conference.

A supplier sent me a high-end commuter coffee mug valued at \$50. What should I do with it?

Keep it. It is OK to accept an item worth \$100 or less.

A supplier sent me a bottle of wine as a holiday gift. What should I do with it?

If the bottle is worth more than \$100, you should return it to the supplier with an explanation of our gift standards. If the bottle is worth \$100 or less, you may accept it.

I'm attending an industry conference and one of our suppliers is hosting a user group dinner meeting. Can I attend this hosted meal?

Yes, it's OK to attend if the meal is not lavish, expensive or frequent and does not create a sense of obligation. If you're concerned about the potential for a conflict of interest, decline the offer of a meal or expense the meal.

OUR RESPONSIBILITY TO PG&E

CONFLICTS OF INTEREST

A conflict can occur when our personal interests or our interests in a PG&E competitor conflict with, or appear to conflict with, the interests of PG&E. We must disclose any potential conflict of interest to our leader and proceed only if we have a written agreement from our leader or the appropriate decision maker.

Influencing business decisions for personal gain

We do not influence or try to influence any decision or transaction PG&E makes that could materially affect the value of a financial interest that we personally hold. This also applies to a financial interest held by a family member or any other person with whom we have a close relationship.

Outside employment

We do not engage in outside employment or business activities, such as joining the board of directors of another company, a business group or association, that could compete with PG&E or that could compromise our ability to do our job, including safeguarding our assets and information. Participating in such activities could create a conflict of interest. We notify our leader and contact Ethics & Compliance for approval if we plan to undertake outside employment or business activities. Certain roles at PG&E may not be permitted to have secondary employment due to the nature of their job duties. Failure to promptly disclose outside employment or business activities may result in disciplinary action or termination of employment.

Want to know more? Read [PG&E's Conflicts of Interest Standard \(CDT-1005S\)](#).

May I take a second job or also be self-employed?

Secondary employment can be problematic. If you're considering outside employment, you need to talk to your leader and reach out to Ethics & Compliance, as every situation is different. Ask yourself:

- ▶ Will it conflict with my regular work duties? Will I need to respond to phone calls or emails for my secondary employment during my PG&E workday?
- ▶ What happens if I'm called in for an emergency while I'm at my second job?
- ▶ Will it be perceived by others as a conflict of interest?

If the answer to any of these questions negatively impacts your commitment to PG&E, then accepting the secondary position is probably in violation of our Conflicts of Interest Standard.

OUR RESPONSIBILITY TO PG&E

Favored treatment

We don't use our positions at PG&E to provide ourselves, our family members or our close personal friends with preferential or advantageous treatment. This includes activities such as hiring or promoting coworkers, selecting contract partners or suppliers, and participating in investment or other opportunities we learn about in our role at PG&E. We make personnel decisions based only on merit and performance. Anyone unsure about whether a relationship might violate our policy should contact Human Resources to discuss the situation.

Want to know more? Read our [Nepotism Policy \(HR-01\)](#).

Loans, wage advances or guarantees of obligations

PG&E does not provide loans, wage advances or guarantees of corporate funds to coworkers or their friends and family members. Coworkers or members of their families must never accept a loan, guarantee, service or payment from a contractor, supplier, consultant or others doing business with PG&E under terms that are not available to the public.

Insider trading

We never buy or sell PG&E stock or other securities when we have material, nonpublic information as a PG&E coworker, and we never disclose or "tip" this information to others. Material information is information an investor would find important when making an investment decision, such as confidential earnings projections, significant cybersecurity incidents, changes in senior management and other major events. Anyone engaging in insider trading can be subject to discipline, civil liability and criminal prosecution.

Want to know more? Read our [Insider Trading Policy \(CDT-1009S\)](#) for more information.

I've become aware of PG&E's quarterly financial results before they are publicly disclosed. Can I buy or sell PG&E stock? Can my spouse buy PG&E stock?

No, you and your spouse may not buy or sell PG&E stock because this information is nonpublic and may be material. Insider trading is illegal, and it occurs if you or someone you told trades on the information.

OUR RESPONSIBILITY TO PG&E

CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

We do not view, use or share confidential information unless we have both a business reason to do so and express approval. Sharing or receiving confidential information requires a non-disclosure agreement signed by a director. Examples of confidential information are new innovations, including new products and processes; competitive strategy, costs and financing methods; pricing policies; contract terms; market surveys; and capacity plans and capabilities.

Intellectual property (IP) includes trade secrets, patents, trademarks and copyrights. Some IP is public information, such as an issued patent or copyrighted material available on a public website. But other kinds of IP, such as trade secrets, are confidential, meaning they contain nonpublic information that would be valuable to competitors if shared. We must respect all IP rights, whether the IP is public information or confidential, and whether it belongs to PG&E or other organizations. Confidential information is not always labeled as "confidential." Do not use confidential information obtained from previous employers in your PG&E work.

In presentations to public audiences, trademarks that incorporate "PG&E" and corporate names may be used only in accordance with our brand guidelines. When creating presentations or other materials, do not use text, images or any other content that is copyright-protected; instead, you may use the stock and company imagery available to you on the brand guidelines website. Ensure suppliers have the rights to use any IP they provide to us; our Law Department and sourcing professionals can help prepare appropriate

contracts for these relationships. Review our brand guidelines at www.pgebrandguidelines.com (Login: *pgebrand*, Password: *onepge*). Contact brandguidelines@pge.com with questions.

Works created by a coworker within the scope of their employment are considered the sole intellectual property of PG&E and are never the property of any coworker. We must promptly report any IP we create to our leader. IP value is sometimes hard to assess, and PG&E's New Revenue Development group can help determine whether IP registration is appropriate.

We respect all intellectual property laws and do not copy or use unauthorized or unlicensed software.

Want to know more? Read the [Contract Approval and Signing Standard \(GOV-3001S\)](#).



OUR RESPONSIBILITY TO PG&E

Copyright-protected materials can include books, newspapers, movies, computer software, drawings and musical recordings. Assume any text, audio, video, image or other content on a website or elsewhere is copyrighted. A copyrighted work may include a notice with the © symbol, but not always; the symbol is not required for basic copyright protection.

Patents are exclusive rights a government grants to an inventor to prevent others from manufacturing, using or selling an invention for a certain number of years.

Trademarks are words, symbols, slogans, colors, sounds, scents and phrases that distinguish goods and services from others and are used to build brand identity.

Trade secrets can include any information used by a business, such as formulas, devices or customer lists, that has economic value but is not generally known, and for which reasonable efforts have been made to preserve secrecy.

USE OF ARTIFICIAL INTELLIGENCE TOOLS

Generative Artificial Intelligence (GenAI) tools can help us perform our work, but their use can introduce new risks. GenAI tools and use cases may only be used when specifically approved and authorized for use at PG&E. When an approved PG&E software tool adds a GenAI feature, that feature cannot be used until reviewed and approved. GenAI tools on personal devices and personal GenAI accounts cannot be used to conduct company business. Unauthorized use of GenAI tools or features violates our Code and may result in disciplinary action. To see the list of approved GenAI tools and to submit a new tool, feature or use case for approval, go to the [Generative AI at PG&E intranet page](#).

Additionally, coworkers are not permitted to input any data that belongs to PG&E, our customers, our coworkers or any third party into any GenAI tool without first receiving specific and explicit permission to do so. Information entered into any GenAI tool without explicit permission will be considered a data loss and further investigated.

Want to know more? Read the [Generative AI Acceptable Use Standard \(IT-2002S\)](#) and the [User Responsibility Standard \(SEC-1001S\)](#).

OUR RESPONSIBILITY TO OUR COMMUNITIES AND CUSTOMERS

We have a responsibility to build a better future for everyone whose lives we touch. We are committed to a sustainable energy future that addresses the climate change crisis. We envision and work toward a healthy environment and carbon-neutral energy system for all Californians.

PG&E serves our communities by:

- ▶ Protecting and preserving our environment
- ▶ Protecting sensitive information
- ▶ Communicating honestly and openly about our business
- ▶ Improving the quality of life everywhere we serve

DOING BUSINESS FAIRLY

We conduct business honestly, fairly and lawfully.

BRIBERY AND CORRUPTION

We never solicit, offer or accept bribes, kickbacks or facilitation payments or engage in any other corrupt activities. We expect our suppliers and contractors to adhere to this same standard.

Coworkers who engage in bribery or corruption are subject to discipline or termination of employment, and they may also face criminal prosecution and civil liability under international laws that carry significant penalties.

Contact the E&C Helpline at EthicsComplianceHelp@pge.com with any questions, particularly concerning gifts and meals.

Want to know more? Read the [Foreign Corrupt Practices Act Standard \(CDT-1006S\)](#).

What is a bribe?

Anything of value given or promised to influence the judgement or conduct of another person.

What is a kickback?

A payment made in return for a favorable decision. Examples of kickbacks can include:

- ▶ A customer gives a coworker a gift card to expedite their service connection.
- ▶ A supplier thanks a coworker for a bid selection by offering them a trip.

What is a facilitation payment?

An unofficial payment made directly to a government official to facilitate or expedite the approval of a business transaction or activity.

OUR RESPONSIBILITY TO OUR COMMUNITIES AND CUSTOMERS

Antitrust and other laws, sanctions and controls

We never engage in activities that limit competition, restrict trade or otherwise dominate a market. Such activities can violate antitrust laws and expose PG&E and individual coworkers to criminal penalties, fines and civil lawsuits. We respect our competitors and do not make inaccurate or derogatory statements about their products or services.

Anti-boycott laws prohibit participation in any boycott between foreign countries if it is not otherwise permitted by U.S. law.

Treasury embargo sanctions prohibit U.S. companies and their foreign subsidiaries from doing business with certain countries, agencies and individuals. Export and import controls restrict or prohibit the export and import of sensitive goods, technology or software to certain countries or individuals.

Anti-boycott and embargo rules can be complex, so please seek assistance from Corporate Security if you have any questions.



WE KNOW OUR CUSTOMERS AND THIRD PARTIES

We conduct appropriate diligence on all customers and third parties and review all financial transactions to detect, identify and follow up on any suspicious activity.

Want to know more? Read our [Anti-Money Laundering Standard \(CDT-1010S\)](#).

WHO WE WORK WITH AND WHY

Suppliers are vital to PG&E's success. Because suppliers are a visible extension of PG&E in our communities, we choose them carefully based on fair and objective criteria. We expect all our contract partners and suppliers to behave ethically and to comply with applicable laws, regulations and policies as well as our Supplier Code of Conduct.

SUPPLIER CODE OF CONDUCT

We expect our suppliers to adhere to our Purpose, Virtues and Stands and to put safety first. Coworkers should ensure that any suppliers they work with are familiar with our PG&E Supplier Code of Conduct. This is the standard of conduct for all suppliers, as well as their employees, subcontractors and sub-suppliers.

If you are aware of any supplier misconduct or unsafe practices, please speak up by contacting the [E&C Helpline](#).

Want to know more? Read our [Supplier Code of Conduct](#).

OUR RESPONSIBILITY TO OUR COMMUNITIES AND CUSTOMERS

PRESERVING OUR ENVIRONMENT

We conduct our business in an environmentally sensitive manner and maintain strict compliance with all applicable environmental laws and regulations.

We seek opportunities to exceed current standards of environmental protection, including in the areas of pollution prevention, climate protection, and habitat and species protection.

We seek to understand our impact on the environment and to carry out our duties in an environmentally responsible manner.

Want to know more? Read our [Environmental Policy \(ENV-01\)](#), our [Environmental and Social Justice Policy \(ENV-02\)](#) and our [Corporate Sustainability Report](#).

PERSONAL INFORMATION

We are legally obligated to protect the data, personal information and protected health information of PG&E customers, coworkers and suppliers. We maintain the confidentiality and privacy of this information, and we access or disclose it only with proper authorization or when legally mandated. This obligation to safeguard confidential and private information continues even after we are no longer employed by PG&E.

Any coworkers receiving direct requests or legal process for data from law enforcement must send them to the Law Department. Only the Law Department can approve and fulfill subpoenas, warrants or other legal orders. Improper disclosure of personal information could result in criminal or civil penalties.

None of us, whether we are coworkers or leaders, may share or discuss the protected health information of coworkers without authorization and a business need to know. Any requests for coworker personal information, protected health information and references must be sent to our Human Resources business partner. PG&E safeguards the protected health information of our coworkers, their spouses or domestic partners and dependent children (known as plan “participants”) enrolled in PG&E health plans.

Supplier information

We may not disclose supplier personal information or other information subject to confidentiality provisions to a third party without authorization and a legitimate business reason. We must also comply with any non-disclosure agreement or confidentiality provisions of a supplier agreement.

OUR RESPONSIBILITY TO OUR COMMUNITIES AND CUSTOMERS

What is personal information?

Personal information is any data that, when used alone or in combination with other data, can reasonably identify or be associated with a PG&E coworker, residential or commercial customer, stakeholder, supplier or any other California resident. This data may include names, contact information, customer data, coworker salaries, coworker performance data and any other identifiers.

For a more comprehensive list, review the [Information Classification and Protection Standard \(IT-5302S\)](#) and the lists of pre-classified personal information on customers and coworkers.

If you have any questions about using, handling or disclosing personal and sensitive information, please contact pgeprivacy@pge.com.

Want to know more? Read our privacy policies and standards:

- ▶ [PG&E Privacy Policy](#)
- ▶ [Privacy Policy \(GOV-08\)](#)
- ▶ [Employee, Contractor and Job Applicant Privacy Notice](#)
- ▶ [Information Classification and Protection Standard \(IT-5302S\)](#)
- ▶ [Privacy Standard \(GOV-8001S\)](#)

COMMUNICATING WITH CUSTOMERS AND THE PUBLIC

Our communication with customers and the public should be respectful, clear, accurate, open and consistent, always demonstrating utmost concern for the public's safety.

How to respond to inquiries from the media, including during emergencies

Refer all media inquiries to PG&E Marketing and Communications at 415-973-5930. Do not attempt to improvise an answer or to speculate on or downplay the seriousness of the situation. A Marketing and Communications representative is available 24 hours a day, seven days a week to respond to the news media. Marketing and Communications also handles requests for PG&E subject matter experts.

Social media

PG&E respects your right to participate in social media and understands that your time outside of work is your own. PG&E content shared responsibly by coworkers on their personal social channels can help raise awareness of the work we're doing to be a company that provides safe, clean and affordable energy to our customers and communities. Only authorized spokespeople are approved to speak on behalf of PG&E. When using social media, it is important to be clear that you are posting your own opinions and that you do not speak on behalf of PG&E. You should never use a PG&E email account or PG&E systems to post on social media, unless you have received authorization to post information on an official PG&E-maintained social media account.

OUR RESPONSIBILITY TO OUR COMMUNITIES AND CUSTOMERS

Social media activity brought to PG&E's attention that potentially violates our Code will be reviewed on a case-by-case basis to determine appropriate action(s).

In the assessment, some examples of what we will look for include the following inappropriate content:

- ▶ Threats or direct or indirect references to violence
- ▶ Hate speech
- ▶ Content that is offensive to coworkers or customers

Coworkers who engage in online misconduct are subject to discipline or termination of employment.

Want to know more? Read the [Employee Social Media Standard \(CDT-1003S\)](#).

Endorsements

PG&E does not endorse products or services, or the firms or individuals who supply them. If you want to provide a personal testimonial or endorse an event, product or service, do not use your job title or affiliation, and make clear that you are not representing PG&E. If you have questions about endorsements, please contact the [E&C Helpline](#).

Want to know more? Review our [Conflicts of Interest Standard \(CDT-1005S\)](#).

Advertising and publishing material to external sources

PG&E is committed to fair and truthful advertising practices. If you plan to publish material about your job responsibilities or work, get prior approval from your leader and Marketing and Communications before publication.

Community service and donations

We serve our community through coworker volunteerism and partnering locally to enrich educational opportunities, preserve our environment and support the safety and vitality of our communities. Community Relations must review in advance all cash and in-kind contributions made in PG&E's name to 501(c) nonprofit organizations, public schools and governmental entities.

Want to know more? Read the [Charitable Contributions Standard \(CR-5002S\)](#).



OUR RESPONSIBILITY TO GOVERNMENTS

We expect coworkers to meet all legal and regulatory requirements imposed by all governmental bodies that regulate our business. We respond appropriately to all government inquiries and investigations.

We neither provide quid pro quos or bribes nor engage in corrupt activity (see the [Bribery and Corruption](#) section of our Code), including providing payments, favors or incentives to elected or appointed officials or government employees who make decisions that impact our business. We never make direct payments to elected officials that result in official actions.

Want to know more? Read our [Ex-Parte CPUC Communications Procedure \(CR-2001P-06\)](#) and our [California Political Conflict of Interest Standard \(CR-1004S\)](#).

What is a quid pro quo?

PG&E coworkers and suppliers should never make a payment to or on behalf of a public official that is contingent upon or directly related to official action. This is commonly referred to as "quid" (a monetary payment) for "quo" (some official action). There should never be a connection between any payment (including campaign contributions, charitable donations or other payments) and any official action.

INTERACTING WITH PUBLIC OFFICIALS

We must follow rules regarding communication with regulatory personnel. The California Public Utilities Commission (CPUC), the Federal Energy Regulatory Commission and other state and federal agencies restrict and require disclosure of certain communications, in particular ex-parte communications, with decision makers about issues in proceedings before those agencies. All communications with regulatory personnel must also be truthful and accurate. Ex-parte communications in particular are strictly regulated. Before engaging in communications with regulatory agencies, PG&E coworkers, contractors and consultants are expected to seek guidance from the Law Department and Regulatory Affairs and follow PG&E policies and standards.

What is a public official?

A public official is any government employee or representative, and includes elected or appointed officials in foreign, federal, state and local governments, and in regulatory commissions and other oversight agencies.

What is an ex-parte communication?

An ex-parte communication is a separate, off-the-record communication between a decision maker and an interested person concerning an issue that is the subject of a formal proceeding. Ex-parte communications can occur when information is not shared in a public forum or is kept out of the record of a proceeding.

OUR RESPONSIBILITY TO GOVERNMENTS

DOING BUSINESS WITH THE GOVERNMENT

As a federal contractor, we must comply with specific laws, regulations and contractual requirements when working with the government. Many of these requirements are different from and more restrictive than requirements in the commercial marketplace. For example, extending common business courtesies, like a bottle of water or a meal, may be prohibited for certain government officials and employees. Government contracts may also have other special provisions and reporting requirements.

Under the False Claims Act, any fraud or false claims, such as charging for hours not worked, committed while contracting with the government can trigger severe penalties, including fines and jail sentences.

Our existing policies meet U.S. government standards, including a zero-tolerance policy on human rights violations such as human trafficking, arranging sex work and using forced labor.

Any coworker who violates these policies may be subject to disciplinary action or termination of employment. These policies also apply to consultants, contractors and subcontractors working with or for PG&E.

Want to know more? For more information, refer to our [Federal Contract Compliance Program Charter \(GOV-1028S\)](#) and our [Federal Government Contracts Compliance Standard \(RISK-4201S\)](#).

Political contributions and gifting

The rules surrounding providing items of value to federal, state and local government officers, officials and employees may be more restrictive than PG&E's general gift policy. Contact the Corporate Affairs Compliance, Risk and Operations team to receive advance approval for all contributions (monetary and in-kind) or gifts (including food and beverages) made to government officers, officials or employees on behalf of PG&E.

Want to know more? Read our [Conflicts of Interest Standard \(CDT-1005S\)](#).

Lobbying

Only coworkers who are properly registered and who are specifically approved by PG&E's departments of State and Regulatory Affairs and/or Federal Affairs may engage in direct lobbying on behalf of PG&E. Support of lobbying, including efforts to influence the public on matters of public policy, may require disclosure by PG&E. Contact PoliticalCompliance@pge.com with any questions.

Want to know more? Read our [Federal, State and Local Lobbying Standard \(CR-1003S\)](#).

OUR RESPONSIBILITY TO GOVERNMENTS

Disclosures and public communications

PG&E must comply with federal laws and regulations that require the disclosure of certain information in reports filed with the Securities and Exchange Commission (SEC). PG&E also publicly discloses information in other ways. These include publicly noticed webcasts, press releases and the like that provide broad and open disclosures to the public.

If you are asked to review a draft SEC report or other public disclosure, respond promptly to help ensure that the reports are fair, timely, accurate, understandable and complete.

ENHANCED OVERSIGHT AND ENFORCEMENT PROCESS

The Enhanced Oversight and Enforcement Process (EOEP) is a regulatory enforcement mechanism to help PG&E meet our safety and operational commitments to our customers and communities.

The EOEP requires PG&E to report to the California Public Utilities Commission (CPUC) any systemic safety issues in our operations or elsewhere in our business. These reports are preventive. They track our progress and performance to identify issues early, before they become a problem, and to correct any mistakes promptly. You should report safety issues to CAP or to any Event Owner or Business Lead, or contact enhancedoversightquestions@pge.com if you have any questions. You can also find out more about reporting safety issues in the [Speak Up, Listen Up, Follow Up](#) discussion of our Code.

Want to know more? Read our [Enhanced Oversight and Enforcement Process Policy \(GOV-11\)](#) & [CPUC Enhanced Oversight and Enforcement Process Standard \(GOV-1041S\)](#).

PARTICIPATING IN THE POLITICAL PROCESS

PG&E encourages coworkers to be informed voters and to become involved in the political process. However, as a coworker, you must clarify that any contributions you make, opinions you express or political activities you undertake are your own and not those of PG&E.

If you choose to participate in or donate to a political cause or candidate, your contributions must be on a personal basis, using your own time and funds. PG&E will not reimburse you for any money you donate or time you spend on that activity. Contact PoliticalCompliance@pge.com before making personal political contributions in a jurisdiction if your job duties entail interaction with government entities regarding contracts, permits, licenses or other entitlements for use in that jurisdiction.

Participation in company-approved political action committees is voluntary.

Serving in federal, state or local government

If you pursue election or appointment to a public office while employed by PG&E, contact PoliticalCompliance@pge.com to seek guidance regarding potential conflicts of interest and the way in which those issues should be addressed.

POLICIES AND STANDARDS LINKS

[Anti-Money Laundering Standard \(CDT-1010S\)](#)

[California Political Conflict of Interest Standard \(CR-1004S\)](#)

[Charitable Contributions Standard \(CR-5002S\)](#)

[Conflicts of Interest Standard \(CDT-1005S\)](#)

[Contract Approval and Signing Standard \(GOV-3001S\)](#)

[CPUC Enhanced Oversight and Enforcement Process Standard \(GOV-1041S\)](#)

[Director Code of Conduct \(CDT-1011S\)](#)

[Employee Business Expenses and Travel Standard \(FIN-2210S\)](#)

[Employee Conduct Standard \(CDT-1004S\)](#)

[Employee, Contractor and Job Applicant Privacy Notice](#)

[Employee Social Media Standard \(CDT-1003S\)](#)

[Enhanced Oversight and Enforcement Process Policy \(GOV-11\)](#)

[Enterprise Cause Evaluation Standard \(GOV-6102S\)](#)

[Enterprise Data Management Policy \(GOV-09\)](#)

[Enterprise Records and Information Standard \(GOV-7101S\)](#)

[Environmental Policy \(ENV-01\)](#)

[Environmental and Social Justice Policy \(ENV-02\)](#)

[Equal Employment Opportunity and Affirmative Action Policy](#)

[Ex-Parte CPUC Communications Procedure \(CR-2001P-06\)](#)

[Federal Contracts Compliance Program Charter \(GOV-1028S\)](#)

[Federal Government Contracts Compliance Standard \(RISK-4201S\)](#)

[Federal, State and Local Lobbying Standard \(CR-1003S\)](#)

[Foreign Corrupt Practices Act Standard \(CDT-1006S\)](#)

[Generative AI Acceptable Use Standard \(IT-2002S\)](#)

[Harassment-, Discrimination- and Retaliation-Free Workplace Policy](#)

[Human Rights Policy \(GOV-12\)](#)

[Information Classification and Protection Standard \(IT-5302S\)](#)

[Insider Trading Policy \(CDT-1009S\)](#)

[Mothers' Room Standard \(SAFE-2105S\)](#)

[Nepotism Policy \(HR-01\)](#)

[PG&E Privacy Policy](#)

[Privacy Policy \(GOV-08\)](#)

[Privacy Standard \(GOV-8001S\)](#)

[Safety Incident Notification and Response Management Standard \(SAFE-1004S\)](#)

[Software Management Standard \(IT-1001S\)](#)

[Supplier Code of Conduct \(CDT-1007S\)](#)

[Time Reporting Standard for Employees in Non-Represented Jobs \(FIN-2160S\)](#)

[Time Reporting Standard for Union-Represented Employees \(FIN-2161S\)](#)

[User Responsibilities Standard \(SEC-1001S\)](#)



Our Code of
Conduct
(CDT-1001M)

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