



Human Rights Policy

At PG&E, our purpose is to deliver for our hometowns, serve our planet, and lead with love. That includes demonstrating compassion and concern for each other as coworkers and embracing diversity, equity, and inclusion in a way that reflects the kaleidoscope of humanity in the communities we serve.

Our Commitment

We will conduct our business in a manner that respects the human rights of all—and in support of international human rights principles, such as those identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

Our Workforce

We strive for a workplace that respects individual differences, perspectives, and talents. We prohibit discrimination, harassment, abusive conduct, bullying and retaliation, and we work to ensure our policies, standards and procedures reinforce this culture. Our [Employee Code of Conduct](#) helps to ensure that all employees understand the expectations and requirements for which we are accountable, and states:

- We treat our employees with dignity and provide them with safe and humane working conditions.
- We are committed to paying fair wages, salaries, and benefits.
- We do not participate in the exploitation of workers or use forced or involuntary labor, including human trafficking.
- We do not employ any person under the minimum legal age for employment as prescribed by the relevant local authority, or under the age for completing compulsory education, whichever is greater.
- We give all employees equal opportunities for jobs, skills training, and promotions.

Our Suppliers

We also expect our suppliers to know and uphold the human rights of all workers—whether temporary or contract employees, subcontractors, or sub-suppliers—and to treat all their workforce members with dignity and respect, providing them with safe and humane working conditions. PG&E details these expectations in our [Supplier Code of Conduct](#).

Our Hometowns and Stakeholders

To meet our commitments, it is essential that we understand the needs, expectations, and priorities of our many stakeholders. PG&E seeks engagement across a broad spectrum of voices to help shape our thinking about how to deliver better outcomes for everyone we serve.



Human Rights Policy

Guided by our [Environmental and Social Justice Policy](#) (PDF), we strive to strengthen our engagement and collaboration with disadvantaged and vulnerable communities—including environmental and social justice stakeholders—to ensure that the benefits and costs of our energy system are shared in an equitable way that leaves no one behind.

Through our engagement with tribal governments in California and nationally, PG&E also respects and partners with indigenous peoples and supports the principles identified in the United Nations Declaration on the Rights of Indigenous Peoples.

Reporting Concerns

Employees and suppliers can contact PG&E's Compliance & Ethics Helpline 24/7 at 1-888-231-2310, www.pgecorp.ethicspoint.com or ComplianceEthicsHelp@pge.com to request guidance or report violations of our Employee or Supplier Code of Conduct, accounting issues or illegal activity.

Additional Resources

[Employee Code of Conduct](#)

[Supplier Code of Conduct](#)

[Environmental and Social Justice Policy](#) (PDF)