MGE Statement on Human Rights

As your community energy company, MGE recognizes its impact on human rights and embraces the protection of human rights as a fundamental value.

In 2022, MGE’s Board of Directors approved MGE’s Statement on Human Rights. We are committed to serving our community and to conducting our business consistent with this statement as we meet our core obligation to serve our communities with safe, reliable, affordable and sustainable energy. Our company policies and practices reflect the following commitments.

**Diversity, Equity and Inclusion.** At MGE, we value diversity, equity and inclusion as core principles. Our goal is to create a healthy, inclusive, safe and productive work environment for all.

- Community and stakeholder engagement. MGE believes in the power of the communities we serve. We are committed to investing in and creating long-term partnerships with community organizations that serve our customers, especially vulnerable and disadvantaged families and individuals.

**Safe and Healthy Working Conditions.** MGE recognizes the risks inherent to occupational health and safety and embraces safe work practices and environments as fundamental values.

- Healthy and safe work environments. MGE is committed to serving our community and to conducting our business in accordance with MGE’s Occupational Health and Safety Policy.
- Prevention of workplace violence. MGE is committed to offering employees a safe and welcoming place to work. We do not tolerate violence of any kind including direct or indirect threats of violence by managers, employees, vendors or customers.
- Anti-harassment. MGE is committed to a workplace in which all individuals are treated with respect and dignity. All employees are responsible for supporting the concepts of diversity, equal opportunity and inclusion at all times and for assisting MGE in meeting its objectives in these areas.
- Accessibility. MGE complies with all applicable provisions of the Americans with Disabilities Act and the principles contained in other state and local laws applicable to employees with disabilities.
- Maternity protection and parental leave. MGE supports families. MGE employees are entitled to be absent from work for a variety of reasons without being
concerned about the security of their job, including family care and maternal/paternal leave for the birth or adoption of a child.

**Fair Labor and Worker Rights.** MGE complies with all applicable fair labor standards and employment laws.

- Fair wages and compensation. MGE is committed to paying fair wages and believes all workers should be fairly compensated for their work.
- Freedom of association. MGE recognizes its employees’ right to organize and engage in collective bargaining under the National Labor Relations Act.
- Forced labor and child labor. MGE prohibits and opposes the use of forced labor, child labor and any form of human trafficking. Accordingly, MGE complies with national laws, local regulations and international standards designed to prevent such exploitation and the principles set forth within them.

**Vendor, Supplier and Partner Expectations.** MGE values diversity and is committed to increasing the use of local and minority-, women-, veteran- and LGBTQ+ owned businesses to help ensure that our suppliers and vendors reflect the communities we serve.

**Employee Guidance, Monitoring and Reporting.** MGE employees are expected to comply with all laws and regulations and to act in accordance with the highest ethical standards in matters with each other, customers, vendors and those who do business with or seek to do business with us.

- Guidance for MGE employees. All MGE employees are required to annually review the Human Rights Statement and are expected to conduct their work consistent with the principles outlined within it.
- Reporting. Employees who would like to report a concern are encouraged to do so by contacting their supervisor, the Vice President General Counsel and Secretary, the Assistant Vice President Human Resources or the Director Legal Services. All employees also can send questions to or file a report with EthicsPoint®, an independent, third-party vendor. These reports may be done anonymously.
- Monitoring. MGE monitors its programs and practices to ensure that we are treating our employees and partners in a manner consistent with our Human Rights Statement.

You can find the MGE Statement on Human Rights in its entirety at mgeenergy.com/social.

**Search by Social area of interest**

- Engaging our customers where they are
- Energy equity and affordability
- Employee engagement and development
- Freedom of Association and collective bargaining
We Power Safety

Disaster recovery planning

Ensuring reliability

A culture of diversity, equity and inclusion

Code of Ethics

Giving back to the community