



# PGE's Human Rights Policy Statement

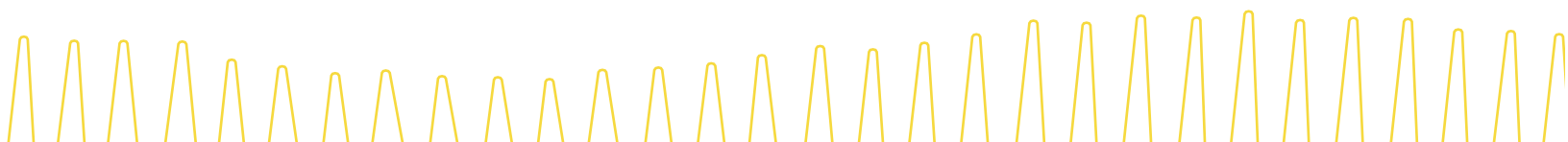
## Overview

Portland General Electric Company's (PGE) purpose is to deliver a new kind of energy— one that energizes lives, strengthens our communities, and drives enhancements that promote social, economic, and environmental progress. Embedded in our purpose is our commitment to value and respect human rights across our operations and to conduct business in a way that promotes fairness and brings everyone into the clean energy future by supporting our customers, our communities, and employees. We aim to conduct our business in accordance with the highest ethical standards of business conduct and all applicable laws, rules, and regulations.

Our definition of human rights - human rights are those rights inherent to all human beings, including the right to liberty and life, freedom from slavery and torture, freedom of expression and opinion and more, regardless of race, gender, sexual orientation, nationality, religion, or other protected statuses - aligns with the definition put forth by the United Nations (UN). Our approach to human rights supports the goals of the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. We apply the same comprehensive human rights standards to all company operations regardless of geographical location.

## Workforce

We are committed to the advancement of human rights for all individuals in a non-discriminatory manner. We also acknowledge the unique challenges faced by individuals from groups or populations that may be at heightened risk of being marginalized. To that end, we support, including but not limited to, women's rights, rights for our Black, Indigenous, and People of Color (BIPOC) employees, rights for our Veteran employees, rights for our employees with a disability, and rights for employees who identify as being part of the LGBTQ+ community. PGE's commitment to respect human rights in the workplace is expressed in our Code of Business Ethics and Conduct, as well as our policies, standards, and practices. Key provisions include: (i) a commitment to a positive work environment where everyone is treated with dignity and respect, and discrimination, harassment, and bullying are not permitted; (ii) a commitment to providing a safe, healthy, and secure workplace, and (iii) a prohibition on retaliation against anyone for reporting concerns or participating in an investigation.





We work to comply with all applicable state and federal labor and employment laws and rules protecting employee and workers' rights, including but not limited to, the Fair Labor Standards Act (FLSA) which includes federal child labor provisions, as well as state and federal laws prohibiting employment discrimination, including but not limited to, Title VII of the Civil Rights Act of 1964. It is our policy to pay employees fairly and equitably, and to comply with applicable laws, rules, and regulations, including the Oregon Equal Pay Act. To that end, we pay our employees at least the minimum wage and overtime rates required by law and any governing collective bargaining agreements. PGE's Human Resources performs a detailed pay analysis annually, to help ensure equity across the company by helping us to identify any pay discrepancies that may exist in our workforce when we look at employees in comparable roles in the same pay grade with comparable experience. This analysis allows us to validate that our employees are paid a fair wage for the value they bring.

### **Suppliers/Vendors and Partners**

PGE expects its suppliers and vendors to respect the human rights of all individuals, and our Supplier Code of Conduct (Supplier Code) is based on the standards that apply to all PGE employees. Suppliers are responsible for ensuring that they, and their employees, subcontractors, and agents review, understand, and comply with both the letter and the spirit of the Supplier Code. Noncompliance can result in contract termination or removal of a supplier from consideration for future business opportunities.

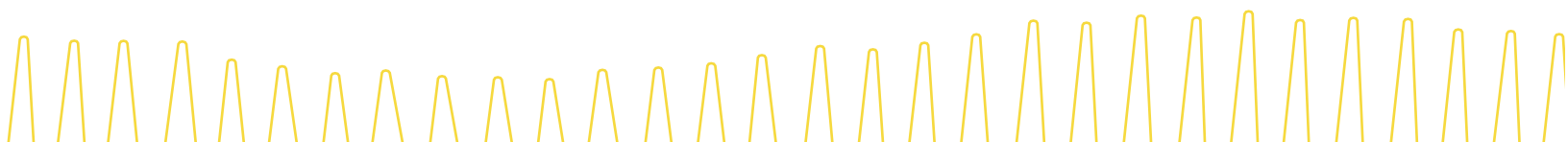
Our Supplier Diversity Policy details PGE's commitment to foster an inclusive, accessible, and fair procurement process that promotes equal opportunities for suppliers that are minority-owned, women-owned, disabled veteran-owned and emerging small business enterprises.

### **Stakeholder Engagement**

We engage in meaningful consultation with potentially affected groups and other relevant stakeholders or their representative organizations, as well as independent experts with knowledge of human rights risks as a way to understand concerns and anticipate and proactively address any potential emergent risks.

### **Training**

All PGE employees are expected to be familiar with and comply with our Code of Business Ethics and Conduct, this Human Rights Policy and other applicable policies, programs, standards, and procedures. As part of this duty, each employee is required to complete any human-rights-related training assigned to them, including training on combating human trafficking for Supply Chain employees.





## Reporting Concerns

Employees, customers, suppliers, or other third parties can report a human rights concern, and remain anonymous if they wish, to the EthicsPoint Hotline by:

- Calling 1-866-384-4277, or
- Reporting online at [www.ethicspoint.com](http://www.ethicspoint.com) from any computer with internet access

The hotline is operated by an independent company that specializes in receiving reports of misconduct and other concerns. It's available 24 hours a day, seven days a week. Translation services are available.

## Policy Statement Governance

In furtherance of PGE's Board of Directors oversight over sustainability matters, the Board of Directors has delegated to the Nominating, Governance and Sustainability Committee the review of this policy. PGE's Ethics and Governance and Diversity, Equity & Inclusion departments are responsible for overseeing the implementation of this policy.

## Additional Resources

For questions regarding this Human Rights Policy Statement, please contact [DEI@pgn.com](mailto:DEI@pgn.com).

[Code of Business Ethics and Conduct](#)

[Diversity, Equity & Inclusion](#)

[Environmental, Social & Governance](#)

[EthicsPoint](#)

[Supplier Code of Conduct](#)

[Supplier Diversity Policy](#)

