

# **MADISON GAS AND ELECTRIC STATEMENT ON HUMAN RIGHTS**

As your community energy company, Madison Gas and Electric (MGE) recognizes its impact on human rights and embraces the protection of human rights as a fundamental value. MGE is 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.

Accordingly, MGE is committed to protecting and respecting human rights consistent with guidelines and standards set forth in United States human rights laws and applicable international human rights principles.

MGE's Board of Directors has reviewed and approved this Human Rights Statement. Our company policies and practices reflect these commitments as follows:

## **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. MGE has no tolerance for discrimination or harassment in the workplace and in the business we conduct. MGE works to promote and safeguard an inclusive, respectful work environment where individuals and groups can achieve their full potential free from harassment or discrimination. Employees who witness any discrimination issues are encouraged to report them consistent with our procedures below.

MGE provides equal employment opportunity for any employee or applicant for employment. We proactively recruit, hire and promote qualified and diverse individuals, continually seeking to remove barriers to employment, development or advancement. Recruitment and hiring, promotion, compensation and other business actions are done without regard to race, color, religion, creed, national origin, gender, sex, marital status, pregnancy, age, disability, veteran status, sexual orientation, gender identity or genetic information.

We believe our collective diversity makes us stronger and more complete, both within MGE and throughout our community.

### ***Community and Stakeholder Engagement***

MGE believes in the power of the communities we serve. We know that our success is tied to the success of everyone who calls these communities home. We also are mindful of the impacts our operations have on those same communities. 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. Respecting and advancing people's human rights are core values for community engagement. We engage and partner with a wide range of organizations across our service territory to create more thriving

communities. We support initiatives and programming that create educational and economic opportunities for youth and for adults. We have open dialogue with our stakeholders to address issues that are important to them and to us.

## **SAFE AND HEALTHY WORKING CONDITIONS**

### ***Healthy and Safe Work Environments***

MGE recognizes the risks inherent to occupational health and safety and embraces safe work practices and environments as fundamental values. Safety is first in all we do. MGE is committed to serving our community and to conducting our business in accordance with MGE's Occupational Health and Safety Policy. We go beyond applicable occupational health and safety standards by involving employees from all levels of the organization in the continuous improvement of our company-wide safety culture. Our continuous improvement process incorporates safety perception surveys, improvement projects and monitoring of leading indicators. Stop Work Authority is an employee-developed program to communicate the right every worker has to stop any unsafe work activity. MGE also is committed to employee mental and physical health by providing incentives and benefits for both.

### ***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. All comments about violence are taken seriously, and we require all incidents and acts of violence, including threats, to be reported. MGE is committed to promptly and thoroughly investigating any reported threats. No weapons are allowed in our workplace or to be possessed by MGE employees or its contractors while they are conducting business for MGE.

### ***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. We do not tolerate discrimination or harassing conduct directed at an employee, customer or vendor. Employees who witness any harassment issues are encouraged to report them consistent with our procedures below.

### ***Accessibility***

MGE is committed to providing accessibility for persons with disabilities. MGE complies with all applicable provisions of the Americans with Disabilities Act (ADA) and the principles contained in other state and local laws applicable to employees with disabilities. Consistent with those laws and principles, MGE does not discriminate against qualified employees or applicants because of any individual's disability or perceived disability, and MGE provides reasonable accommodations to qualified individuals with a disability.

### ***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**

### ***Fair Wages and Compensation***

MGE is committed to paying fair wages and believes all workers should be fairly compensated for their work. MGE's wages comply with local laws regarding minimum wage, wage payment, overtime and work hours. In addition, we are committed to providing competitive compensation and benefits to our employees, relative to industry standards and labor market drivers. MGE complies with all applicable fair labor standards and employment laws, including minimum wage, wage payment, overtime and work hours, in all respects.

### ***Freedom of Association***

MGE recognizes its employees' right to organize and engage in collective bargaining under the National Labor Relations Act. We strongly support and adhere to principles and norms that protect human rights in employment, including the freedom of association. MGE's workforce is represented by multiple unions, and its unionized workforce comprises a significant percentage of MGE's total workforce.

### ***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 businesses owned by minorities, women, veterans and LGBTQ+ to help ensure that our suppliers and vendors reflect the communities we serve.

MGE expects our vendors, contractors, suppliers and others to conduct business in a manner consistent with the principles outlined in this Human Rights Statement. This includes complying with the letter and spirit of applicable United States and international labor and employment laws including those associated with equal opportunity; immigration; child labor; forced, trafficked or compulsory labor; working hours; wages and benefits; and a harassment-free work environment.

## **EMPLOYEE GUIDANCE, MONITORING AND REPORTING**

### ***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. The statement is available to the public at [mgeenergy.com/en/esg/social](http://mgeenergy.com/en/esg/social). Employees also 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. All employees sign the MGE Code of Ethics when they are hired, and a reaffirmation of the Code of Ethics is required annually.

### ***Reporting***

Any employees who have questions about this Human Rights Statement or 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. In addition, employees, along with suppliers, customers and other stakeholders, can send questions to or file a report with EthicsPoint® ([www.ethicspoint.com](http://www.ethicspoint.com) or 1-866-384-4277). EthicsPoint is a dedicated service maintained by a third-party vendor. Questions and concerns may be raised anonymously and will be thoroughly investigated.

### ***Monitoring***

MGE monitors its programs and practices to ensure that we are treating our employees and partners in a manner consistent with this Human Rights Statement. This due diligence is conducted through periodic assessments and by soliciting feedback from employees and partners. Company performance regarding this statement is governed at the highest levels within the company.

### ***Resources***

MGE [Code of Ethics](#)

MGE [Corporate Responsibility and Sustainability Report](#) (See the Safety and Operations; Employees, Customers and Communities; and Governance and Oversight sections of the report.)