



Duke Energy Human Rights Policy Statement

Introduction

Duke Energy and its subsidiaries power the lives of our customers and vitality of our communities. The energy we provide is essential for people, progress and sustainable growth. Consistent with our core values of safety, integrity and service, we strive to serve our customers through operational excellence and a record of strong community partnership. We conduct our business in ways that are ethical and respectful of the dignity and rights of all people.

Commitments

Duke Energy respects international human rights principles, including those identified in the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work within the framework of the United Nations Guiding Principles on Business and Human Rights. Duke Energy's policies and practices reflect a commitment to and respect for human rights. Duke Energy is committed to respecting human rights in all aspects of our business regardless of race, color, sex, religion, national origin, ethnicity, sexual orientation, gender identity and expression, age, disability, veteran status or any other protected status covered by applicable local, state or federal law.

Workforce

Duke Energy values the people in its workforce and recognizes its role to:

- Respect human and workplace rights in all our operations
- Treat employees and contractors fairly and without discrimination
- Provide safe and healthy working conditions for all employees and contractors
- Provide working conditions free from violence, intimidation and harassment
- Provide work hours, wages and benefits in compliance with applicable laws and regulations
- Engage and collaborate with the workforce respectfully
- Prohibit the use of forced labor, child labor and any form of human trafficking
- Commit to respect the principle of freedom of association and the right to collective bargaining consistent with applicable laws and practice

Our [Code of Business Ethics](#) contains additional policies related to human rights.

Communities and Environment

Duke Energy respects the human rights of all members of the communities that we serve and is committed to conducting business operations and activities consistent with that commitment.



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Duke Energy abides by our Environmental Justice principles, which advance fair treatment and ensure meaningful involvement of the communities that we serve. Whether we are siting or building a new facility, or developing technologies and infrastructure, we do so with the environment and the communities that we serve in mind.

Access to safe water and sanitation and sound management of freshwater ecosystems are essential to human health and to economic prosperity. Duke Energy respects the right to safe water, and we are committed to helping protect both the water quality and water supply in areas where we operate.

Just Transition

As Duke Energy navigates the process of providing clean and reliable energy to our customers, we are being intentional in how we approach a fair, equitable and just transition for our employees, customers and the communities that we serve. As part of this process, we have developed [Just Transition principles](#) that will serve as a road map to help us achieve those goals.

Personal and Data Privacy

The information that we gather during business operations is critical to our success and the security of our business. We recognize our obligation to closely guard employee, customer, and other confidential and restricted information. We are committed to protecting this information and have implemented policies and procedures designed to protect employee, customer, and other confidential and restricted information against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use as discussed in our [Privacy Policy](#).

Suppliers and Partners

Duke Energy complies with all applicable laws and regulations and expects its suppliers to do the same. The work of the third-party businesses and individuals who supply services and goods to Duke Energy is critical to our operations and reflects on Duke Energy and our commitments to respect human rights. Upholding the highest standards of ethical, social and sustainable conduct is the foundation of our expectations for our suppliers. Duke Energy's expectations for its suppliers while performing work on behalf of Duke Energy are described in more detail in Duke Energy's [Supplier Code of Conduct](#) and include, but are not limited to:

- Conduct their operations in a socially responsible and nondiscriminatory manner and implement effective compliance mechanisms and oversight
- Refrain from behavior that threatens, intimidates or harasses others
- Demonstrate their commitment to providing a safe and healthy workplace by exercising sound judgment and applying safe work practices to all activities
- Comply with the letter and spirit of applicable labor and employment laws, including those associated with equal opportunity, immigration, child labor, forced, trafficked or compulsory labor, the right to collective bargaining and the freedom of association, working hours, wages and benefits, and a harassment-free work environment
- Identify and rely on diverse suppliers while performing work for or on Duke Energy's behalf

Suppliers are expected to fully cooperate with all requests relating to compliance.

Transparency and Governance

Duke Energy conducts periodic human rights assessments to determine whether its processes and systems used to identify and evaluate human rights concerns are appropriate and assessment findings are integrated into internal mitigation and remediation functions. Human rights-related activities are disclosed annually in our Impact Report.



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This Human Rights Policy Statement has been approved by Duke Energy's ESG Strategy & Disclosure Committee. This Statement describes our expectations with respect to Duke Energy employees and the third-party businesses and individuals who provide services and goods to Duke Energy.

Grievance Mechanisms

Employees, suppliers, customers, community members and other stakeholders are encouraged to report concerns without fear of retaliation and may do so anonymously, if desired. All concerns will be thoroughly investigated, and action will be taken, as appropriate. These measures may include, but are not limited to, disciplinary action for employees and enhanced controls to prevent further issues. We provide multiple options for reporting alleged human rights and other concerns:

- Online at ethicsline.duke-energy.com
- Call **866.838.4427** (866.8ETHICS) (available 24/7 in English and Spanish and more than 100 other languages)
- Email ethicsofficer@duke-energy.com
- Mail a letter to the Ethics Office, P.O. Box 1333, Charlotte, NC 28201

The EthicsLine is a dedicated service maintained by a third-party vendor and is available 24 hours a day, seven days a week. Persons who contact the EthicsLine will be assigned a unique report and personal identification number (PIN) they may use to check on the status of their report and inquiries.

Additional Resources

[Duke Energy Code of Business Ethics](#)

[Duke Energy Supplier Code of Conduct](#)

[Ethics at Duke Energy](#)



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