

## SOUTHERN COMPANY PROJECT SECURITY RULES

Violation of the rules listed below will be grounds for barring the violator from the properties of Southern Company and all subsidiaries properties (hereinafter collectively referred to as “Southern Company”) for extended periods of time at the discretion of Southern Company.

### I. ENTRY/DEPARTURE FROM THE PROJECT SITE

There are specific rules for gaining entry to and departing from every project site. A copy of such rules is available at the project site. These rules include requirements for identification, valid driver’s license if operating motor vehicle, search of the individuals and their personal property (including vehicles, lunch boxes, parcels, etc.), and parking in designated areas.

All jobsite personnel are required to know and abide by these rules, and any other special project site rules. Lack of knowledge of any rule will not be a satisfactory excuse for violation of the same.

### II. SOUTHERN COMPANY TOOLS, EQUIPMENT, AND MATERIAL

All tools, supplies, material, equipment, computer hardware, software, electronic storage media, vehicles and services belonging to or procured by Southern Company shall be used only for the benefit of Southern Company. A Clearance Pass signed by an authorized Southern Company authorized representative must accompany any material, tools, equipment, electronic devices, etc., leaving the site.

### III. PERSONAL ELECTRONIC DEVICES

The possession, use and/or connection to Company networks of any personal electronic devices to include, but not limited to, cell phones, cameras, televisions, recorders, radios, iPods, MP3 players, CD players, and USB storage devices is prohibited without the express permission of a Southern Company authorized representative.

Any video and/or audio recordings of Company assets, personnel, operations, or business is prohibited unless authorized and approved in writing by the Compliance Officer (or designee) prior to the recording being performed or unless the recording has been pre-authorized.

#### IV. CONDUCT ON THE JOB

The following are examples of conduct which will not be tolerated:

1. Stealing
2. Fighting
3. Discrimination or harassment of any kind or character, based on race, color, religion, sex, national origin, age, disability, veteran status, genetic information, sexual orientation, gender identity or expression, or any other basis prohibited by law, including but not limited to conduct or language derogatory to any individual that creates an intimidating, hostile, or offensive working environment, will not be tolerated. Specific examples include, but are not limited to, jokes, pranks, epithets, written or graphic material, or hostility or aversion toward any individual or group.
4. Threats of violence
5. Violation of OSHA/EPA or other Federal/State/Local regulations
6. Conduct that may harm or be hazardous to any property or life or limb of any other person or entity on the property
7. Use or possession of any firearm on the property
8. The use, possession, distribution, sale, or being under the influence of illicit drugs, alcohol, abuse of prescribed medication or use of medication prescribed for someone else

#### V. DRUG AND ALCOHOL SCREENS AND BACKGROUND INVESTIGATIONS

Based on the work or activities that an individual will perform while at a Southern Company worksite, the individual may be subject to drug and alcohol testing and/or background investigations. Details regarding such requirements are part of the contract between the individual's employer and Southern Company, and a copy of such requirements can be provided upon request.

#### CERTIFICATION

I have received and read a copy of the Southern Company Project Security Rules from my employer, and I agree to abide by them. I understand that violators of these rules may be removed from Southern Company properties and Southern Company may refuse to readmit such violators for extended periods of time.

In consideration of my having access to Southern Company property in connection with my employment, I hereby consent to the search of myself and my personal property (including vehicles, lunch boxes, parcels, etc.) knowing that such searches may occur at any time when entering, departing or while on Southern Company premises. Further, in consideration of my having access to the project in connection with any employment, I hereby consent to drug and alcohol testing and background investigations by my employer and voluntarily consent to the release of aforesaid results and investigations to Southern Company. I agree to report to my employer any prescribed medication, any over-the-counter medication, or any substances taken which could adversely affect my ability to perform the essential functions of my job at the project site safely and efficiently. I understand that refusal to submit to drug and alcohol testing, failure to provide a specimen within the specific time allotted, leaving the testing facility without Southern Company's approval or tampering or adulteration of a specimen will be considered the same as a positive drug test result.