



# Southern Company's Human Rights Statement



The foundation of Southern Company<sup>1</sup> is built on being a citizen wherever we serve. Southern Company provides clean, safe, reliable and affordable energy for the community's quality of life and economic growth. We are committed to conducting business with honesty, integrity and fairness and creating a workplace where all employees feel welcomed, valued, respected and engaged.

- We are dedicated to public service and setting the standard for corporate citizenship.
- We respect fundamental human rights to improve our communities, the lives of our employees and other stakeholders.

Our commitment to human rights is embodied in [Our Business](#), [Our Values](#), [Our Code of Ethics](#) and in our policies and practices. Our employees are expected to act in a manner consistent with Our Mission, Our Values, Our Code of Ethics and applicable U.S. law. Southern Company respects the general principles of the [International Bill of Human Rights](#), including the [United Nations Universal Declaration of Human Rights](#), and the [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#).

This statement sets forth Southern Company's commitments, philosophies and practices regarding human rights. This statement informs our employees, customers, suppliers, communities and other stakeholders of our human rights-related commitments, philosophies and practices, and reflects Southern Company's expectations of our employees.

## Commitment to Human Rights

### ANTI-DISCRIMINATION AND ANTI-HARASSMENT

At Southern Company, we expect our employees to treat one another with fairness, respect and dignity. We value and encourage different ideas and points of view. We strive to create a work environment where every employee feels valued, heard and respected.

We are an equal opportunity employer. We do not tolerate inappropriate conduct, intimidation, harassment or discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, genetic information or any other protected category.

Prohibited harassment may include, but is not limited to, verbal or physical conduct of a sexual nature, derogatory or intimidating conduct or language, displaying or circulating any material that degrades or shows hostility toward an individual or group.



Safety First



Intentional Inclusion



Act with Integrity



Superior Performance

<sup>1</sup>The terms we, us and our all refer to The Southern Company (Southern Company). Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, unless the context otherwise requires, references in this statement to Southern Company's operations, such as employment practices, refer to those operations conducted through its subsidiaries.



# Southern Company's Human Rights Statement

## WORKING CONDITIONS

Southern Company will not require our workforce to work beyond daily and weekly work hour limitations as defined and required by applicable federal, state or local laws and regulations.

## TOTAL REWARDS

We invest in the well-being and engagement of our employees through a comprehensive total rewards strategy. Our strategy strives to ensure all employees are paid market competitive wages, are treated fairly (through annual pay reviews), are generally eligible for annual incentive awards, and have access to health and retirement benefits and best-in-class well-being programs. Southern Company complies with all applicable wage, hour and benefit laws and regulations. Further, we strive to provide our employees a living wage, which is above the minimum wage and overtime rates required by applicable wage and hour laws and regulations.

## OCCUPATIONAL HEALTH AND SAFETY

Safety First is our number one value. We value the health, safety, well-being and security of our employees, customers, suppliers and communities. Our employees will strive to perform and maintain every job, every day, safely and will not compromise an individual's well-being for any reason.

Southern Company seeks to meet or exceed applicable laws and regulations, while continually improving our safety technologies and processes. Leaders from across Southern Company collectively work to provide safety leadership, share learning, work collaboratively to address safety-related issues, and govern the consistency of safety programs. The safety programs are focused on the prevention and elimination of life-altering events, serious injuries, and fatalities. These programs include continuous process improvements to put critical controls in place to prevent serious injuries, promote learning, and implement appropriate corrective actions. To effectively meet these evolving and ongoing commitments, Southern Company invests in research and cutting-edge safety technologies and processes.

## RIGHT TO COLLECTIVE BARGAINING AND FREEDOM OF ASSOCIATION

At Southern Company, constructive coordination and cooperation with union leaders is critical to our business. Approximately one-third of Southern Company employees are International Brotherhood of Electric Workers members, and many of our suppliers employ labor union members from nearly every craft within the North Americas Building Trades Unions' scope. Our coordination with organized labor allows us to work toward common goals on topics such as employee and public safety, reliability of our electric and gas systems,

training and development, recruitment efforts and best practice sharing. These efforts benefit the communities we serve and provide sustainable jobs.

We recognize the right of our employees to bargain collectively through representatives of their own choosing and recognize unions as the exclusive representatives of our unionized employees in discussions involving rates of pay, wages, hours of employment and working conditions. Southern Company complies with all applicable laws relating to employees' rights to freedom of association to form or join unions, or to engage in concerted activity or collective bargaining.

## CHILD LABOR

Southern Company stands firmly against the use of illegal child labor. We verify the age of all employees at the time that they are hired. Legitimate workplace apprenticeship and work study programs, which comply with all laws and regulations, are allowed. Workforce members will only perform work in accordance with applicable laws, including applicable laws with respect to minors performing work that may expose them to hazards.

## FORCED LABOR AND HUMAN TRAFFICKING

We prohibit the use of forced or involuntary labor, whether bonded, imprisoned, or indentured, including debt servitude and all forms of human trafficking, within our workforce. This includes the use of any form of threat, force, coercion, fraud, or exploitation to induce work. Southern Company expects that all members of our workforce will understand the terms of their employment. Withholding of, or destruction of, employee identity or immigration documents, passports, or work permits is prohibited.

## JUST TRANSITION

Our company policy is to conduct business, including the transition of generation sites, in ways that are protective of the environment and community. As we transition to a cleaner energy future, we understand there will be potential opportunities and challenges for our workforce, communities and customers. We remain mindful of the interests of a wide range of stakeholders, including employees, labor partners, suppliers, communities and local governments, and our business realities in developing our approach to a just transition.

## PRIVACY

We respect the privacy rights of individuals and have implemented reasonable safeguards to help protect the personal and confidential information with which we are entrusted, in accordance with company policies and our [Privacy Statement](#).



# Southern Company's Human Rights Statement



## Expectations and Application

This statement applies to all employees, officers and board members of Southern Company, its subsidiaries and affiliates. We also expect our suppliers to respect our human rights standards as set forth in our [Supplier Code of Conduct](#).

## Internal Monitoring And Reporting

Our Values and Our Code of Ethics call on us to act with honesty, respect, fairness and integrity. We also have a duty to monitor our programs and practices to ensure our teams are acting in alignment with our policies and standards, and to act when there are concerns or potential violations. Southern Company personnel are encouraged to report to management any activity that does not meet our ethical standards, creates an unsafe work environment or violates the law or company policy where feasible or practical. In addition, our Concerns Program provides an alternative safe and secure reporting mechanism for employees, customers and business partners to make sure concerns about those activities are heard and addressed.

Southern Company prohibits retaliation in any form against a person for reporting a compliance or ethical issue or for any other protected reason. Our goal is to have a work environment where employees feel safe to report issues without fear of retaliation or retribution. Southern Company protects an individual's right to report misconduct or noncompliance with regulations, company policies or other ethical issues. We comply with whistleblower laws, including those promulgated by the Securities and Exchange Commission and Commodities Futures Trading Commission.

If Southern Company personnel are observed doing, or requesting another party to do, something that may be unethical, illegal or in violation of the expectations set forth in this statement or otherwise applicable behavior standards, Southern Company management should be notified immediately or the Concerns Program should be contacted at **1-800-492-3902**. More information on options to file a concern are available [online](#) or by emailing the Concerns Program at [concerns@southernco.com](mailto:concerns@southernco.com).

## Governance

Alignment with Our Mission, Our Values and Our Code of Ethics is overseen and governed at the highest levels within Southern Company, by our officers and directors. The Audit Committee of the Southern Company Board of Directors provides oversight of Southern Company's program for compliance with all company policies. Southern Company's Chief Compliance Officer is responsible for implementing our enterprise-wide approach to managing critical ethical and compliance matters. The Southern Company Management Council, whose members are executive officers of Southern Company representing key business units and subsidiaries, assists in the cultivation of an ethical and compliant culture in its collective areas of responsibility.

## ADDITIONAL RESOURCES

[Our Values](#)  
[Our Code of Ethics](#)  
[Our Business](#)  
[Supplier Code of Conduct](#)  
[Sustainability Website](#)