



SUPPLIER CODE OF CONDUCT



TABLE OF CONTENTS

- 03** A Message from Ramit Bajaj
- 04** PG&E Purpose, Virtues and Stands
- 05** Expectations for Suppliers
- 06** Speak Up
- 07** Our Responsibility to Each Other
- 12** Supplier's Responsibility to PG&E
- 17** Our Responsibility to Our Communities and Customers

A MESSAGE FROM RAMIT BAJAJ



At PG&E, we strive to fulfill our company's Stand that it is enjoyable to work with and for PG&E. As PG&E contractors, consultants, suppliers and vendors (collectively "Suppliers"), we value your partnership as we work to fulfill our company's Purpose to deliver for our hometowns, serve our planet and lead with love.

Equally important, PG&E expects its employees to operate with integrity, and we expect the same from our Suppliers. We expect our Suppliers to not only follow all applicable laws and regulations, but to also operate with respect, transparency and accountability.

This means that Suppliers must follow the guidance in this Supplier Code of Conduct (the "Code") and speak up when they have any questions or need to report concerns. We expect our Suppliers to share the Code with people supporting PG&E within their organizations and their supply chain, and to maintain resources and guidance for their employees, subcontractors and sub-suppliers about how and when to speak up.

Suppliers can reach out to their PG&E business contact or to PG&E's Ethics & Compliance Helpline at 1-888-231-2310 or [via the web](#) to obtain guidance or to report activities they believe may be illegal, unethical or in any way questionable.

Suppliers are a vital part of delivering on PG&E's Purpose, Virtues and Stands, and this Code should be considered a tool in helping to meet our mutual goals.

Ramit Bajaj

Senior Vice President, Enterprise Service Delivery
Pacific Gas and Electric Company

PG&E PURPOSE, VIRTUES AND STANDS

OUR PURPOSE:

Delivering for
our hometowns
Serving our planet
Leading with love

OUR VIRTUES:

Trustworthy
Empathetic
Curious
Tenacious
Nimble
Owners



OUR STANDS:

PEOPLE

Everyone and everything
is always safe.
Catastrophic wildfires
shall stop.
It is enjoyable to work
with and for PG&E.

PLANET

Clean and resilient energy
for all.

PROSPERITY

Our work shall create
prosperity for all
customers and investors.

EXPECTATIONS FOR SUPPLIERS

This Code explains how PG&E expects its Suppliers to operate. This Code cannot cover every situation Suppliers might face, so it is important Suppliers be prepared to [speak up](#), ask questions and report concerns.

In summary, Suppliers must:

- ▶ Act in a transparent and honest manner.
- ▶ Treat PG&E employees and other third parties with respect.
- ▶ Operate ethically and in compliance with all applicable laws, regulations and this Code.
- ▶ Meet all contractual obligations with PG&E.
- ▶ Establish policies and processes appropriate for the nature and scale of operations. PG&E may require Suppliers to demonstrate compliance with this Code.
- ▶ Have tested business-continuity plans in place so that their business can operate on a continual basis with minimal interruption of supply in the event of an emergency, crisis, natural disaster or security-related event.
- ▶ Have a security program and controls in place so that their business can ensure regulatory compliance and continual security to identify, protect, detect, respond, recover and minimize interruption of supply chain in an event of a security-related incident.

Failure to comply with this Code can result in the termination of any Supplier contract, and, where applicable, civil or criminal liability.



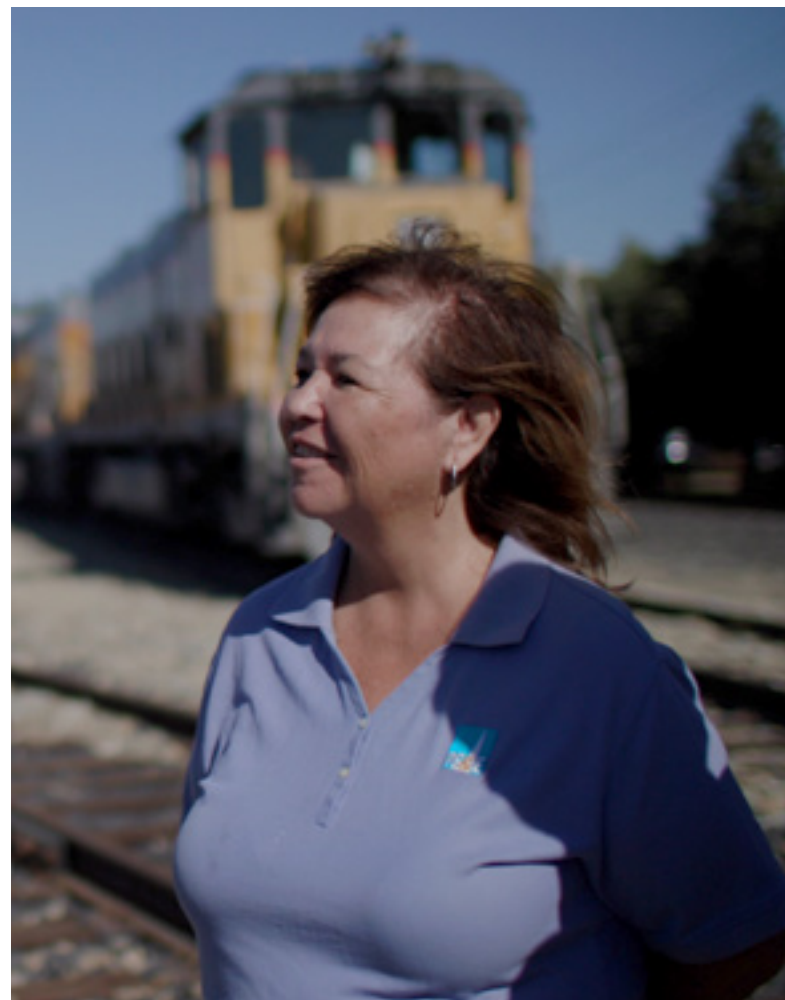
SPEAK UP

Suppliers must provide to their employees, suppliers and other stakeholders appropriate training around speaking up and resources they may use to report concerns about PG&E or Supplier actions.

Suppliers who are aware of potential violations of this Code or other misconduct are obligated to speak up by contacting the Supplier's PG&E business contact or PG&E's Ethics & Compliance Helpline.

PG&E prohibits retaliation against anyone who raises good faith concerns or cooperates with investigations. PG&E employees and Suppliers may not retaliate, threaten retaliation or tolerate retaliation. PG&E will respond to any reports of retaliation and take appropriate action.

Contact the Ethics & Compliance Helpline 24/7 at 1-888-231-2310, [via the web](#) or EthicsComplianceHelp@pge.com to request guidance or report violations of this Code or any other misconduct. The Helpline is an all-purpose resource for raising concerns or seeking guidance. Concerns can be reported anonymously.



OUR RESPONSIBILITY TO EACH OTHER

PROFESSIONALISM

PG&E is committed to ensuring that all our customers have a positive experience when working with company employees and Suppliers. While working for or on behalf of PG&E, Suppliers must ensure that:

- ▶ All workforce members conduct themselves in a professional manner.
- ▶ Customers and property owners are provided with accurate information.
- ▶ Photo identification is carried at all times, with a willingness to show it to customers.
- ▶ Clothing worn by workforce members is professional and appropriate to the type of work being performed.

If a utility customer has additional or detailed questions about the work being performed, Suppliers should refer them to PG&E's Customer Service phone number (1-800-PGE-5000), then inform the relevant PG&E business contact.

SUPPLIER DIVERSITY

Suppliers shall seek to use diverse subcontractors and business solution partners whenever possible who reflect PG&E's commitment to providing business opportunities to small and diverse business enterprises, including women-, minority-, service-disabled veteran-, persons with disabilities- and LGBTQ+-owned business enterprises.

Suppliers are encouraged to develop robust Supplier diversity programs of their own and are expected to accurately report diverse subcontracting to PG&E. Suppliers are also encouraged to provide mentorship and technical assistance training, and to share expertise, systems and tools, among other Supplier development and capability-building activities.

PG&E does not promote set-asides, preferences or quotas in administering its Supplier Diversity Program.



OUR RESPONSIBILITY TO EACH OTHER

RESPECTFUL WORKPLACE

Suppliers must maintain a respectful workplace free of discrimination, harassment or retaliation in any aspect of employment. This includes behavior, comments, jokes, slurs, emails, pictures, photographs or other conduct that contributes to an intimidating or offensive environment, such as bullying, initiation activities or workplace hazing, regardless of the other person's willingness to participate. Suppliers who witness or experience any harassing behavior must speak up and report it immediately.

Suppliers must not engage in discrimination or harassment based on age, race, color, ancestry or national origin, religion or religious creed, citizenship, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), domestic violence victim status, gender, gender identity, gender expression or sex stereotyping, sexual orientation, transgender status, genetic information, marital status, medical condition, military and veteran status, physical or mental disability, political affiliation, protected medical leaves or any other status protected by federal, state or local laws as well as any other non-job-related factor.

HUMAN RIGHTS

PG&E is committed to human rights and expects all Suppliers to treat all workers with dignity and respect. Suppliers should provide safe and humane working conditions, fair working hours and fair wages, and never engage in any sort of worker exploitation such as forced or involuntary labor, child labor or human trafficking.

Suppliers must comply with all applicable laws regarding workplace conditions, pay and benefits. Suppliers must provide adequate access to water, food, sanitation and housing, as applicable.

All members of the workforce must be free to leave the workplace or terminate their employment at any time, and will never be required to surrender any government-issued identification, passports or work permits as a condition of employment.

Worker rights to associate freely, join or not join labor unions, seek representation and join workers' councils in accordance with local laws must be respected and upheld by Suppliers.

Suppliers must not employ any person under the minimum legal age for employment as prescribed by the relevant local authority or under the age for completing compulsory education, whichever is greatest. Legitimate workplace apprenticeship programs, which comply with all laws and regulations, are supported. Workforce members under the age of 18 must not perform work that may expose them to hazards.

Review the [PG&E Human Rights Policy](#).

OUR RESPONSIBILITY TO EACH OTHER

EMPLOYMENT ELIGIBILITY

All Supplier employees must be eligible to work with PG&E prior to assigning PG&E work to them. Suppliers must complete background checks of their employees to provide proof of work eligibility to PG&E. Suppliers may not assign PG&E work to employees who have not undergone a background check.

Suppliers must also inform PG&E of any recent, current or pending criminal investigations or charges, as well as any recent, current or pending civil litigation against them or any of their employees, that may impact the Supplier's ability to perform services for PG&E so that PG&E can assess the potential impacts of such investigations, claims, charges or litigation.



SAFE AND SECURE WORKPLACE

Suppliers must maintain and promote a safe and secure working environment and follow all applicable safety rules, laws, standards and procedures, including the California Occupational Safety and Health Administration (Cal OSHA) rules and regulations (or local equivalent if outside of California).

Suppliers must meet all safety requirements specified in contractual language or by the Supplier's PG&E business contact, including adherence to PG&E's Drug & Alcohol Abuse and Testing Policies. Please refer to [PG&E's Enterprise Contractor Safety website](#) and the [Contractor Safety Handbook](#).

It is critical that Suppliers develop and foster a serious injury and fatality (SIF) prevention strategy that accounts for the realities of the work, including the fact that error is normal. This means planning and executing work as if failure will happen today. It is not a matter of if, but when an incident occurs. Ensure all life-threatening, high-energy hazards are adequately controlled and that everyone has the capacity to recover safely. Read PG&E's SIF Capacity & Learning Playbook for more information.

Suppliers must identify and eliminate all potential public safety hazards associated with any activity, service, product or equipment/tool deployed in the execution of a service for or on behalf of PG&E. Where hazards cannot be eliminated, they must be controlled to within acceptable regulatory limits and recognized industry best practices. Appropriate public engagement, communication and access control must be undertaken, and any concerns must be shared immediately with the Supplier's PG&E business contact. Suppliers must eliminate

OUR RESPONSIBILITY TO EACH OTHER

or control hazards through proper design, engineering, procedural controls and ongoing safety training. Where hazards cannot be adequately controlled by these means, the Supplier must provide their workforce with appropriate, well-maintained personal protective equipment (PPE).

Suppliers must implement occupational hygiene and medical surveillance methods to identify, eliminate and/or control workforce exposure to chemical, biological and physical agents and to provide ongoing monitoring and surveillance of affected employees.

Suppliers must provide emergency response equipment and PPE, emergency response reporting information, workforce/public notification and evacuation procedures, emergency response training and drills, appropriate fire/emergency detection and suppression equipment, adequate exit or escape paths and recovery plans.

Suppliers must immediately report all occupational injuries and illnesses, including SIFs, injuries to non-employees, damage to property resulting from PG&E business activities, and any unsafe conditions that cannot be safely corrected to their PG&E business contacts.

To inquire about PG&E's Contractor Safety Program requirements, Suppliers may email contractorsafetyinfo@pge.com.

VEHICLE SAFETY

Suppliers must ensure that all transportation activities and vehicles used are compliant with all applicable laws and regulations. Suppliers are not permitted to use mobile phones while driving and must minimize all distractions while working on PG&E projects or charging to PG&E projects.

Suppliers must adhere to [PG&E's Phone-Free Policy](#).



OUR RESPONSIBILITY TO EACH OTHER

DRUGS AND ALCOHOL

Suppliers must prohibit the use, possession, purchase or sale of or offer to sell, transfer, provide or share illegal drugs, medication or recreational and medical marijuana during the execution of work for, or on behalf of, PG&E or while on PG&E property. Suppliers must not allow anyone to perform work under the influence of any drug, including prescribed or over-the-counter medications or alcohol that negatively affects the ability to work safely or efficiently. Alcohol must not be consumed on PG&E property or while working on behalf of PG&E, including at mealtimes. PG&E-owned, -leased or -rented vehicles may not be operated after consuming alcohol. Alcohol is not permitted at PG&E events unless a PG&E officer provides prior written approval for consuming alcohol for special occasions or certain business meetings.

In addition, to the extent it may be applicable to their contract terms, Suppliers shall comply with the U.S. DOT regulations for (i) commercial motor vehicle drivers, 49 CFR 382, Controlled Substances, and Alcohol Use and Testing, and (ii) for work on gas, hazardous liquid and carbon dioxide pipelines, and liquefied natural gas pipelines, 49 CFR Parts 192, 193 or 195, Control of Drug Use in Natural Gas, Liquefied Natural Gas and Hazardous Pipeline Operations. Suppliers shall establish and maintain drug and alcohol testing programs for their employees, consistent with 49 CFR Part 40, Procedures for Transportation Workplace Drug Testing Programs and 49 CFR 199, Drug and Alcohol Testing, as applicable. Suppliers shall ensure that any subcontractor hired by the Supplier to perform any portion of their work that is regulated by 49 CFR 192, 193, 195 or 382 shall also have a drug and alcohol testing program that complies with applicable DOT requirements.

FITNESS FOR DUTY

Suppliers must ensure members of their workforce are safely and efficiently able to perform the essential physical, psychological and cognitive requirements of their jobs. Suppliers must also comply with any other fitness-for-duty regulations that apply to the work they are carrying out for or on behalf of PG&E, such as, but not limited to, those required by Cal/OSHA, the Nuclear Regulatory Commission or the Department of Transportation.

WORKPLACE VIOLENCE

Acts or threats of physical violence, intimidation, harassment or coercion, stalking, sabotage or similar activities must not be tolerated by Suppliers.

Weapons must not be brought, carried, stored or used on PG&E-owned, -leased or -rented property or vehicle or in a personal vehicle while on PG&E business or at a jobsite—whether performing PG&E work or not—unless previously authorized by PG&E's Corporate Security Department.

SUPPLIERS' RESPONSIBILITIES TO PG&E

SECURING PROPERTY AND ASSETS

PG&E assets, including but not limited to computers, phones, copy machines, conference rooms, vehicles, construction equipment and tools are for PG&E use only. Suppliers will not use PG&E assets without advance permission from the appropriate PG&E business contact.

Suppliers using PG&E mobile devices, computers or other electronic assets must adhere to PG&E's Mobile Computer, IT Asset Management and Security Policies and Standards at all times. Applicable requirements are available to Suppliers by emailing a request for information to ThirdPartySecurityReview@pge.com. Suppliers must immediately report lost or stolen devices to PG&E's Security Control Center at 1-800-691-0410.

Suppliers must check PG&E's security guidelines before international travel and only transport technology assets outside the U.S. after receiving written approval from PG&E in advance of such travel. Suppliers must not transport PG&E technology assets to, or access PG&E electronic resources from, restricted countries.

Suppliers shall protect PG&E assets from unauthorized access and theft at all times, including locking the computer screen when the computer is left unattended, and physically locking equipment, laptops and other assets when left unattended.

Suppliers must visibly display their PG&E identity badges or guest badges/identifications at all times while working on PG&E premises.

SECURITY

Suppliers who have access to PG&E's information systems are responsible for ensuring the security of those systems by following all PG&E information and security policies. Additional applicable guidance can be provided by the Supplier's PG&E business contact or by emailing a request to ThirdPartySecurityReview@pge.com. Suppliers must report any suspected or actual breach of PG&E computer systems or network security immediately to Cybersecurity's 24-hour emergency hotline at 1-800-691-0410.

- ▶ All suppliers are responsible for protecting information consistent with its designated classification and all applicable laws and PG&E standards related to protection of information.
- ▶ Suppliers must not transport PG&E technology assets, or process, send, access, review or store PG&E information, outside the U.S. without receiving written approval from PG&E in advance of such travel. PG&E technology assets should never be transported to any country identified in the current PG&E Restricted Countries list.
- ▶ Suppliers who are issued PG&E-owned devices, such as smartphones, must conduct company business on their PG&E-owned devices. This includes using PG&E-issued emails if you are performing work on behalf of PG&E. Only PG&E-related activity may be performed on PG&E-issued devices.
- ▶ Suppliers must not use ephemeral (disappearing) messaging tools or applications, such as WhatsApp or Snapchat, to conduct PG&E business.

SUPPLIERS' RESPONSIBILITIES TO PG&E

- ▶ Suppliers shall never share computer accounts, passwords and other types of authorization, nor use PG&E networks or systems for personal use.
- ▶ Suppliers should never use PG&E networks or systems to access or view explicit or inappropriate material, use unlicensed or unapproved software, or attach unapproved devices. PG&E retains the right to monitor its assets and work environments, and Suppliers have no expectation of privacy during use of PG&E workspaces, computers, tablets, phones, voicemail or systems that create, access, transmit or store information. Such information is accessible to PG&E even if it is password protected, deleted by the user or in a locked area.

Network and Premises Access Permission

Suppliers who require physical access to PG&E facilities on other than an incidental basis, or who require access to the PG&E computer network for purposes of performing services for PG&E, must obtain a PG&E contractor identity badge from PG&E Corporate Security and a LAN ID from the PG&E IT Service Desk for PG&E to monitor activity on the PG&E network and premises. Any Supplier who attempts to enter PG&E premises or attempts to remotely access PG&E computer networks without signing all appropriate PG&E access forms, including an approved nondisclosure agreement, and without PG&E's written consent, is subject to immediate and permanent removal from all PG&E premises and from further work on PG&E projects, and the contract with the employer of such person shall be subject to immediate termination, in addition to all other legal remedies PG&E might have.

ACCURATE RECORDS

Suppliers must not misstate facts or falsify, alter or omit material information when reporting to PG&E. Data, information, records, disclosures and communications to PG&E must be traceable, verifiable, accurate, complete, timely and understandable to the best of the Supplier's knowledge. Data, information, records or disclosures known to be false or misleading must not be submitted, entered, processed or approved and must be reported to the Supplier's PG&E business contact.

Suppliers who generate data, information and/or records pertaining to PG&E must ensure that they are appropriately stored, retained and transmitted to PG&E safely and reliably. Data, information and/or records must be retrievable and available during their life cycle. Applicable requirements can be identified by emailing a request for information to Information&RecordsGovernance@pge.com.

SUPPLIERS' RESPONSIBILITIES TO PG&E

GIFTS

Suppliers may offer or accept gifts valued at \$100 or less to or from PG&E employees.

The giving and receiving of gifts must meet all five conditions below:

- ▶ The total value of all items given or received over a 12-month period must not exceed \$100 to or from a single entity or individual.
- ▶ The item is customary and does not create any appearance of impropriety.
- ▶ The item results in no special or favored treatment.
- ▶ The item could not be considered extravagant or excessive.
- ▶ The item is not concealed in any way.

Gifts, meals, gratuities and other entertainment are strictly forbidden during periods of proposal presentation, bidding, bid analysis or contract negotiations involving or potentially involving that Supplier. At other times Suppliers may accept or offer gifts from/to PG&E employees consistent with the restrictions and limitations set forth in this Code.

Customary business meals are not considered gifts. These are routine meals that are similar in cost to PG&E employees' meals when they travel for business. Customary business meals should not be lavish, expensive and/or frequent.

What is a gift?

A gift can be anything of value, including:

- ▶ A ticket to a sporting event, concert, play or other entertainment event
- ▶ A round of golf
- ▶ A non-business meal
- ▶ A bottle of wine
- ▶ A free service (car detailing, free parking and the like)
- ▶ A special discount not available to all coworkers
- ▶ An all-expenses-paid trip to a conference or trade show
- ▶ A ticket to a charitable or fundraising event
- ▶ Perishable food items, such as a fruit basket or box of chocolates

SUPPLIERS' RESPONSIBILITIES TO PG&E

CONFLICTS OF INTEREST

Suppliers must avoid any conflict of interest, or the appearance of a conflict of interest, with PG&E's interests during the execution of work for or on behalf of PG&E.

While engaged in PG&E-related work, Suppliers must not accept any employment or engage in any activity that creates a potential conflict of interest or the appearance of a conflict of interest with PG&E, or in any way compromises the work that Suppliers are contracted to perform on behalf of PG&E. Suppliers must never participate in outside engagements, either domestic or foreign, that may pose a risk of PG&E intellectual property theft or transfer of technology.

Examples of potential conflicts include but are not limited to accepting work with PG&E regulators, intervenors or competitors, or business performed for or on behalf of PG&E by another division within the Supplier's organization.

Any potential conflicts must be disclosed to the Supplier's PG&E business contact.

Suppliers must disclose any personal relationships they have with PG&E employees to their PG&E business contact.

Suppliers must not purchase or sell the securities of PG&E or any other company while in possession of material nonpublic information. "Material" means information that a reasonable investor would consider important in making an investment decision. "Nonpublic" means any information that has not been disclosed to the general public through a press release or securities filing. Suppliers also must not disclose material nonpublic information to another person who may use that information to buy or sell securities (i.e., "tipping").

CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

Suppliers must maintain and protect the confidentiality, integrity and availability of information entrusted to it by PG&E, except when disclosure is legally mandated or is explicitly authorized by PG&E's Law Department or Cybersecurity Department.

PG&E retains all rights, including and without limitation the intellectual property rights, to all work performed by, and information disclosed to, suppliers as part of their job function or contract, unless expressly waived or modified in an approved, signed contract.

Suppliers must not reveal confidential or protected information obtained while working for PG&E, even after an assignment with PG&E has ended. Confidential or protected information must not be used for personal gain or advantage, nor for any purposes outside of the contract agreement.

Confidential or protected information must not be shared with parties internal or external to PG&E unless they have the appropriate access rights and a business need to know it.

Confidential and protected information includes, but is not limited to, legal documents, contracts, proposals, information about a specific employee or customer (including, but not limited to, name, address, Social Security number, phone number or billing data), and intellectual property and trade secrets (e.g., competitive strategy, trading, investment, costs, supplier name/contract/pricing information or finance methods, asset details).

SUPPLIERS' RESPONSIBILITIES TO PG&E

Suppliers must report any cyber event or suspected data breach immediately following detection to PG&E's "[Report a cybersecurity incident](#)" web form as well as contact the Supplier's PG&E contact. Additional applicable Supplier security requirements can be identified by emailing a request for information to ThirdPartySecurityReview@pge.com.

Use of Artificial Intelligence Tools

To align with their obligations to maintain privacy and confidentiality, Suppliers must conform with PG&E's restrictions on the use of artificial intelligence tools. Specifically, without PG&E's prior written approval, artificial intelligence (AI) and generative artificial intelligence (GenAI) tools shall not be used in the performance of work for PG&E or in connection with developing PG&E deliverables (or any components thereof), and their output shall not be incorporated into any PG&E deliverable.

There are currently no AI or GenAI tools approved for general use at PG&E. Additionally, absent prior written approval, Suppliers are not permitted to use any data that belongs to PG&E, our customers or our employees, or any third-party information or data obtained from PG&E in connection with any AI or GenAI tool, whether for training or testing, analysis or any other purpose. Suppliers shall not share, and shall not permit the sharing of, any PG&E data or customer data with any third party for such purpose. Absent prior written approval, PG&E will treat Supplier sharing of, or use of, such data or information with any AI or GenAI tool as a data loss event and will initiate an appropriate investigation.



OUR RESPONSIBILITIES TO OUR COMMUNITIES AND CUSTOMERS

BRIBERY AND CORRUPTION

Suppliers must prohibit any form of fraud, bribery, corruption, extortion or embezzlement. Suppliers must neither offer nor accept bribes, kickbacks, facilitation payments or any other similar inducements with the expectation of favored treatment.

Suppliers must not offer anything of value to a foreign official, inside or outside of the United States, to influence or induce the recipient to misuse their position to obtain or retain business or secure an improper advantage for the Supplier or PG&E. Suppliers may contact the Ethics and Compliance Helpline at EthicsComplianceHelp@pge.com or their PG&E business contact with any questions, particularly concerning gifts and meals. Suppliers must maintain detailed records of all transactions involving PG&E when traveling, working and doing business in a foreign country, or with a representative of a foreign country.

In the ordinary course of business, Suppliers may interact with federal, state and/or local government agencies and/or their employees. However, interactions with government agencies, officials and employees are often regulated by campaign finance, lobby disclosure and government ethics and gifting laws. Before attempting to influence any election or government agency decision on behalf of PG&E, before offering a gift (which includes anything of value), or before hiring or making any payment to a public official or employee on behalf of PG&E, Suppliers must confer with the State and Regulatory Affairs, Compliance Risk and Operations team at PoliticalCompliance@pge.com.

Providing anything of value to a government employee, such as favorable treatment, is strictly prohibited and may be considered a bribe or a violation of PG&E's contractual commitments.

Suppliers must ensure that they understand and enforce post-government employment ethics requirements applicable to employees or contractors who were previously, or are concurrently, government employees or contractors. These requirements place restrictions on interactions and communications executed on behalf of PG&E or Suppliers with government entities. Restrictions and requirements also apply to consultations on matters in which the current or former government employee is working or previously worked while in government.



OUR RESPONSIBILITIES TO OUR COMMUNITIES AND CUSTOMERS

PRESERVING OUR ENVIRONMENT

Suppliers are expected to operate in an environmentally responsible manner and:

- ▶ Develop and adhere to an environmental management system.
- ▶ Identify environmental impacts for all offices, facilities, materials, equipment, field operations and products.
- ▶ Establish an inventory and characterize all sources of greenhouse gas emissions.
- ▶ Measure other environmental impacts including but not limited to water, waste and energy.
- ▶ Mitigate environmental impacts by setting reduction goals, including net zero emissions goals for greenhouse gases.
- ▶ Report annually to PG&E the quantity of each environmental impact and measured progress against reduction/elimination goals.

Suppliers must carry out operations in full compliance with the letter and spirit of all applicable environmental laws, regulations and standards. Suppliers must also comply with any additional environmental requirements specific to the products or services that they provide to PG&E as called for in design and product specifications and contract documents.

Suppliers must identify and implement opportunities to reduce or eliminate waste and pollution at their source and to continually improve efficiency of resources and materials used.

Suppliers must incorporate environmental and social justice (ESJ) considerations into their operations and maximize opportunities for small and diverse businesses in PG&E's supply chain. Suppliers must also understand the impacts of their activities and investments on environmental and social justice communities, while providing more sustainable, inclusive and equitable customer solutions.

Review the [PG&E Environmental and Social Justice Policy](#).



OUR RESPONSIBILITIES TO OUR COMMUNITIES AND CUSTOMERS

RESPONSIBLE SOURCING AND PROCUREMENT

Suppliers must take reasonable steps to ensure that products and services procured are from ethical sources, and that sub-suppliers are aware of and comply with the principles of conduct in this Code, and that the products they manufacture or contract to manufacture do not contain Conflict Minerals within the meaning of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act.



PRIVACY AND PERSONAL INFORMATION

Suppliers must comply with privacy and information security laws, including but not limited to the California Consumer Privacy Act ("CCPA") as amended by the California Privacy Rights Act ("CPRA") and regulatory requirements when information and data about or from customers, consumers, employees or suppliers is collected, stored, processed, transmitted and shared. Applicable requirements can be identified by emailing a request for information to ThirdPartySecurityReview@pge.com.

When Suppliers collect personal information on behalf of PG&E, or receive personal information from PG&E or its designee, the Supplier is a "Service Provider" or "Contractor" pursuant to the CCPA. Personal information refers to information of PG&E employees, contractors, agents or customers. In those instances, the Supplier must comply with its obligations as a Service Provider or Contractor under the CCPA and will notify PG&E at vendorprivacy@pge.com if it is unable to do so.

OUR RESPONSIBILITIES TO OUR COMMUNITIES AND CUSTOMERS

COMMUNICATING EXTERNALLY

Suppliers must not speak on behalf of PG&E unless expressly authorized to do so in writing by PG&E's Marketing and Communications Department. Any media inquiries must be immediately referred to Marketing and Communications at 1-415-973-5930.

Suppliers must have processes in place to ensure that the use of social media by their workforce or representing agents does not negatively affect PG&E's reputation.

Suppliers must not:

- ▶ Post any content in any social media regarding PG&E without prior written approval of PG&E Marketing and Communications.
- ▶ Post content about PG&E employees, shareholders, customers, vendors, affiliates or competitors that is derogatory or violates any standards in this Code of Conduct.
- ▶ Make business commitments on behalf of PG&E without specific prior approval.
- ▶ Post photographs or videos of PG&E's premises, processes, employees, operations or products without prior written PG&E approval.
- ▶ Use PG&E's logos, trademarks or proprietary graphics without prior written PG&E approval.

Subject to exceptions approved in writing by PG&E's Marketing and

Communications Department and Law Department, PG&E does not endorse products or services or the firms or individuals who supply them. Favoritism is not to be implied by testimonials or endorsements of PG&E's use of any materials, supplies, equipment or service, or by the use of its name in advertising, publicity, articles or catalogs. PG&E employees are similarly prohibited from endorsing suppliers, products or services.

PG&E content shared responsibly by Suppliers on their social channels can help raise awareness of the work we're doing to be a company that provides safe, clean and affordable energy to our customers and communities. Only authorized PG&E spokespeople are approved to speak on behalf of PG&E. When using social media, it is important to be clear that you are posting your own opinions and that you do not speak on behalf of PG&E. You should never use a PG&E email account or PG&E systems to post on social media, unless you have received authorization to post information on an official PG&E-maintained social media account.

Social media activity brought to PG&E's attention that potentially violates this Code will be reviewed on a case-by-case basis to determine appropriate action(s). In the assessment, some examples of what we will look for include the following inappropriate content:

- ▶ Threats or direct or indirect references to violence
- ▶ Hate speech
- ▶ Content that is offensive to PG&E employees, customers or other members of the public



Supplier Code of
Conduct
(CDT-1007S)

Published
August 2024
Revision 3

