

# HUMAN RIGHTS STATEMENT

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## 1.0 OUR VALUES

Fortis Inc. (**Fortis, the Company, we, us, our**) believes that everyone deserves to be treated with dignity and respect, regardless of who you are or where you live. Our *Code of Conduct* (**Code**) sets out our values and provides guidance in how we are to conduct ourselves in our work.

Fortis is committed to respecting and upholding human rights and treating people fairly throughout our organization and operations, and we expect human rights to be respected throughout our supply chains.

This Statement confirms our commitment to human rights and explains the measures we take to support that commitment.

## 2.0 HOW WE OPERATE

Fortis owns principally regulated electricity and natural gas public utilities that operate in five Canadian provinces, ten states in the United States (**US**), and three Caribbean countries. Information on the demographic makeup of our workforce may be found in our Sustainability Reports and Updates.

Fortis group utilities operate in a substantially autonomous manner. A policy framework establishes common standards across the organization. Each utility is responsible for creating its policies and governance structures that are consistent with the Fortis standards and tailored to the specific requirements of the utility based on its operating environment.

## 3.0 OUR HUMAN RIGHTS COMMITMENT

We strive to operate in a manner that respects and protects human rights. We seek to meet this responsibility in our own business and in how we manage our supply chains.

## **Safety**

The business of our utilities primarily involves the delivery of electricity and natural gas to customers. These products, and many of the related components and activities are inherently dangerous, and therefore safety is our highest priority. Fortis utilities provide regular, continuous training on safety best practices in an effort to keep employees safe by giving them the tools, equipment and knowledge to deal with risks they may encounter in their day-to-day work. The design of our utilities' Occupational Health and Safety policies are risk-based, and are regularly reviewed, along with related safety protocols. We track and regularly report safety results to our senior management and Board of Directors.

## **Respectful and diverse workplace**

Our Code states our commitment to providing a safe and respectful environment, free of discrimination, harassment, violence, or other forms of derogatory treatment. We respect the spirit and intent of, and comply with, human rights legislation in the jurisdictions where we operate.

Fair access to opportunities is important to bringing value and meaning to peoples' lives. We believe in open and objective merit-based hiring and promotions and believe that qualified employees have a right to be considered for advancement in our organization.

We respect and appreciate diverse points of view and varied life experiences. We are committed to providing a workplace where diversity and inclusion are embraced and supported, reflecting the makeup of the communities that we serve. We seek to provide a workplace where all employees feel included, valued and safe in being their authentic selves.

## **Social Justice**

We support the right of culturally and socially diverse and disadvantaged groups to participate and succeed in society and the economy. We support the breaking down of barriers that prevent or hinder anyone from achieving their true potential, whether such obstacles arise due to such things as sex, sexual orientation, gender, age, race, ethnicity, culture, language, religion, economic background, or other distinguishing trait. We are committed to supporting reconciliation with Indigenous peoples and celebrate mutual successes with our Indigenous business partners.

## **Labour Rights**

We respect and support freedom of association and the rights to collectively bargain and to a fair wage. We support the spirit and intent of international human rights conventions including the United Nations'

*Universal Declaration of Human Rights* and the International Labour Organization's *Declaration on Fundamental Principles and Rights at Work, Freedom of Association and Protection of the Right to Organize Convention (CO87)* and *Right to Organize and Collectively Bargain Convention (CO98)*.

### **Modern slavery**

We are committed to seeking to ensure our supply chains are free of “modern slavery” in all its forms, including, but not limited to:

1. Forced Labour
2. Child labour and exploitation (including sexual exploitation)
3. Exploitation of women, including through forced or servile marriage, and sexual exploitation
4. Human trafficking
5. Slavery, slavery-like practices and debt bondage
6. Other situations of exploitation where the victim cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power

We endeavour to understand and counter modern slavery risk in our supply chains, leveraging new technologies and sources of intelligence.

## **4.0 OUR SUPPLY CHAIN MANAGEMENT**

Our utilities manage their own operations, including the procurement of goods and services. This ranges from locally sourced goods and services having a relatively low cost to large contracts of supply for such things as construction, engineering and technical services, and major utility system components.

Fortis maintains several working groups which include members from our utilities. The Fortis Operating Group (FOG) has a supply chain committee (**Supply Chain Group**) which focuses on procurement issues, such as inventory management, joint purchasing, equipment standards, and supply chain logistics. The Supply Chain Group shares best practices in vendor management, including implementation of vendor codes of conduct.

## 5.0 RISK OF HUMAN RIGHTS ABUSES IN SUPPLY CHAIN

Our utilities in Canada, the US and the Caribbean directly contract for a range of goods and services. While labour and human rights laws in North America generally reduce the likelihood of human rights abuses by our direct suppliers, it can be more difficult to gain the same level of transparency into goods that are produced abroad.

In assessing the likelihood of human rights abuses within the Fortis supply chain, we employ a risk-based approach. We consider the scope, location and nature of the supplier's activities and the associated risks. We consider the human rights conditions in the countries where goods and services are produced and sourced, to seek to minimize, to the extent feasible, the risk of human rights violations in the supply of the goods and services we procure. We may use vendor survey, self-assessment and certification procedures to seek reasonable assurance that the risk of human rights violations is minimized.

To help assess the risk of human rights abuses research and information from reliable and reputable third-party sources may be used.

## 6.0 OUR SUPPLIERS

### Expectations

Our suppliers are expected to conduct themselves in a manner consistent with our *Vendor Code of Conduct* and *Speak Up Policy*.

Our *Speak Up Policy* encourages the reporting of ethical concerns, and provides several reporting options, including anonymous reporting toll-free or online using our *EthicsPoint* service, provided through NAVEX. Our *Speak Up Policy* seeks to provide a safe way for employees and suppliers to bring forward concerns and have them dealt with in an open and impartial manner, with assurances of non-retaliation for reporting concerns in good faith.

### Vendor Code of Conduct

Our utilities are expected to adopt a vendor code of conduct that, among other things, requires our suppliers to comply with labour and human rights legislation, and to operate a safe and respectful workplace where workers are free from discrimination, harassment, bullying and violence, and enjoy fair access to opportunities. Our utilities' vendor codes of conduct are expected to contain standards

substantially similar to those contained in the Fortis *Vendor Code of Conduct*, and to address, among other things, the following topics:

1. Health and safety (e.g., workplace safety, fitness for duty and reporting of incidents)
2. Labour and human rights (e.g., equal opportunity rights, labour conditions, respect and dignity)
3. Sustainability (e.g., environmental and Indigenous commitments) consistent with the *Fortis sustainability commitment* and *corporate environment statement* (which are available on the Fortis website under "Sustainability")
4. Acting responsibly (e.g., anti-corruption, conflicts of interest, recordkeeping, corporate and intellectual property, confidentiality, privacy and data protection, information and data security)
5. Supplier compliance with key utility policies
6. Supply chain modern slavery assessments
7. Training
8. Reporting non-compliance
9. Supply chain governance and executive responsibility

## 7.0 GOVERNANCE, TRAINING, AND ASSESSING EFFECTIVENESS

Oversight of our governance and sustainability policies and practices, as well as this Human Rights Statement, is the responsibility of the Governance and Sustainability Committee (GSC) of our Board of Directors. The GSC periodically reviews our key governance policies, including proposed amendments.

It is important that our employees and vendors in our supply chain understand our commitment to human rights and our related policies. Our employee training program addresses our values and commitment to human rights. Our Vendor Code of Conduct encourages context-appropriate Vendor training concerning human rights and modern slavery.

It is important to periodically assess the effectiveness of our human rights-related programs and measures. Internal audits, supply chain and vendor audits, and peer-benchmarking help in understanding whether our programs are accomplishing their objectives and align with industry standards. We may retain third party experts and consultants to assist with this process.

## 8.0 PERIODIC REVIEW

This Statement shall be reviewed periodically.