



**Effective Date:** 10/01/2024

**Last Review:** Q3 2024

## Statement on Human Rights

### 1. Overview

At Emera, we are committed to upholding human rights across all aspects of our operations. We recognize and respect the inherent dignity and value of every individual, and are committed to providing safe, diverse, and inclusive workplaces where everyone is treated with dignity, fairness, and respect.

### 2. Our Commitments

Emera's commitment to human rights is fundamental to our operational mindset as we strive to integrate respect for human rights into all aspects of our business activities. Our commitment to human rights is guided by the following principles:

- **Health and Safety:** We prioritize the health and safety of our employees, contractors, customers, and the public. We are committed to providing a safe and healthy work environment, both physically and mentally, and continuously work to ensure that our operations do not pose risks to human rights or well-being.
- **Non-Discrimination:** We will not discriminate, nor will we tolerate discrimination within our workplaces, against any individual or group based on a protected characteristic or perceived characteristic as outlined by applicable human rights legislation or other similarly applicable legislation or laws.
- **Equal Opportunity:** We will provide equal opportunities for all employees in recruitment, hiring, training, promotion, compensation, benefits, and other employment-related activities. We believe in creating a work environment where everyone has the chance to succeed based on their skills, qualifications, and performance.
- **A Respectful Workplace:** We are committed to fostering a workplace culture that values respect, dignity, and fairness. Discrimination, harassment, and bullying will not be tolerated at Emera Companies.
- **Supply Chain Responsibility:** We expect our suppliers, contractors, and business partners to uphold the same high standards of respect for human rights and ethical conduct that we require and will continue to promote respect for human rights throughout our supply chains, which

includes Emera's policy on reducing the risk of forced or child labour in our supply chain.

- **Community Engagement:** We recognize our responsibility to the communities in which we serve and are committed to engaging in a respectful and transparent manner by listening to the concerns and feedback of community members and seeking to address them in a constructive and meaningful way.
- **Continuous Improvement:** We will continue to learn, grow and be responsive to changing human rights requirements. We will achieve this by monitoring our human rights performance and practices through regular review of and update to, our policies, procedures, and initiatives to ensure they align with international human rights standards and best practices.

Emera recognizes and respects the importance of human rights as outlined in:

- all applicable laws in the jurisdictions that we operate,
- the International Bill of Human Rights which includes the United Nations Universal Declaration of Human Rights,
- the International Labor Organization's Declaration of Fundamental Principles and Rights at Work,
- the United Nations Guiding Principles on Business and Human Rights,
- the United Nations Declaration on the Rights of Indigenous Peoples,
- the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

By observing these principles, Emera reaffirms its commitment to promoting and protecting human rights for all individuals, both within our organization and in our interactions with the wider communities we serve.

### 3. Inquiries

Suspected violations or abuses of human rights by Emera Company officers, employees, vendors, or contractors should be reported to leadership within our businesses, or on a confidential basis through Emera's Ethics Hotline at [www.clearviewconnects.com](http://www.clearviewconnects.com). This Ethics Hotline is accessible 24/7 and is operated by ClearView Connects™, an independent, external reporting service.

Questions, concerns, or inquiries related to this statement should be directed to the Emera's Human Resources team for follow-up.