

Human Rights Policy

Applicability: All employees of Sempra & the Sempra Companies

Revision date: 4/14/2025



Policy

At Sempra, our vision is to *Deliver Energy with Purpose*. Embedded within that vision is the belief that business has a responsibility to respect and protect human rights. Across Sempra and the Sempra Companies, employees and suppliers are expected to be ethical, respectful, non-discriminatory and help contribute to the growth and prosperity of the communities we serve.

Our commitment to respect human rights includes working to prevent, mitigate and address potential adverse human rights risks and impacts from our activities, including adverse effects that our infrastructure or operations may have on communities, clients/customers, employees and other stakeholders. We recognize that individuals from certain groups or populations, including but not limited to, indigenous peoples, may be more vulnerable and at heightened risk of marginalization.

We take into consideration the following international standards and principles regarding human rights:

- The Universal Declaration of Human Rights;
- The International Covenant on Civil and Political Rights;
- The International Covenant on Economic, Social and Cultural Rights;
- The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work;
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- The Convention on the Rights of the Child;
- The UN Guiding Principles on Business and Human Rights;
- The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises; and
- The UN Declaration on the Rights of Indigenous Peoples.

To fulfill our commitment in support of human rights, we strive to:

- Conduct periodic human rights assessments, including an enterprise-wide assessment every five to seven years;
- Avoid causing or contributing to human rights violations;
- Mitigate and/or address adverse human rights impacts of our operations where possible;
- Prohibit the use of Child labor and Forced labor in our operations and those of our business partners;
- Respect freedom of association and the right to collective bargaining in our operations and those of our business partners;

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- Articulate our expectations with respect to human rights to our suppliers and business partners and, where appropriate, request attestations or certifications from vendors where they acknowledge to abide and comply with the same human rights values of Sempra;
- Train employees¹ annually on the Code of Business Conduct;
- Promote a formal grievance mechanism;
- Be transparent and communicate our efforts, successes and challenges related to human rights; and
- Engage in meaningful consultation with potentially affected groups and other relevant stakeholders or their representative organizations, as well as independent experts with knowledge of human rights risks globally as a way to understand concerns and anticipate and proactively address any potential emergent risks

Grievance mechanism

If an employee, business partner, supplier, customer or other stakeholder witnesses or learns of any incident that may involve a violation of this policy, they can report their concern, anonymously if desired, via Sempra's Ethics & Compliance Helpline Reporting Options, available 24 hours a day, seven days a week:

Concerns reported to the Helpline are addressed and pursued to an appropriate conclusion. Retaliation against individuals who report concerns in good faith will not be tolerated.

In addition to the Ethics & Compliance Helpline, employees may report a concern to their immediate supervisor; the next level of management above their supervisor; the Corporate Compliance Department; the Human Resources Department; or our Chief Ethics Officer.

Verification and Transparency

Sempra will conduct periodic (roughly every five to seven years) human rights impact assessments with the aim to review alleged violations; review the processes and systems used to identify and investigate alleged violations and use due diligence and monitoring for continuous improvement. Sempra Energy will also report to the public on its human rights-related commitments consistent with this human rights policy and as part of its annual sustainability report.

Background

Respect for human rights is essential to the sustainability of a business. Private enterprise plays a fundamental role in tackling human rights challenges, in collaboration with government where

¹ Includes non-represented employees.

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possible. Transparency on key topics such as human rights enables informed decision-making and builds trust with shareholders, customers, community leaders, employees, business partners, suppliers and other stakeholders. These stakeholders represent many different races, nationalities, religions, cultures and customs.

We believe in the dignity, human rights and personal aspirations of all people. This belief is foundational to our Code of Business Conduct and to our longstanding commitment to diversity and inclusion.

Definitions

Human rights — Rights that are inherent to all human beings, regardless of race, color, national origin, ancestry, citizenship, religious creed, physical or mental disability including HIV and AIDS, cancer, genetic characteristics, marital status, sex, sexual orientation, gender identity or expression, age, pregnancy, childbirth, or related medical conditions, family and medical care leave, military status, or political affiliation. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Child labor — Any kind of work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

Forced labor — All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Human rights assessment — A process for identifying, understanding, assessing and addressing the adverse effects of a business project or activities on the human rights enjoyment of impacted rights-holders such as workers and community members.

Sempra Company — A subsidiary as to which Sempra has majority ownership and control.