



Duke Energy Human Rights Policy

Introduction

Duke Energy powers the lives of our customers and vitality of our communities. The energy we provide is essential for people, progress and sustainable growth. Consistent with our core values of safety, integrity and service, we strive to serve our customers through operational excellence and a record of strong community partnership. We conduct our business in ways that are ethical and respectful of the dignity and rights of all people.

Commitments

Duke Energy respects international human rights principles, including those identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The company's policies and practices reflect a commitment to and respect for human rights.

Workforce

Duke Energy values the people in its workforce and recognizes its role to:

- Uphold human and workplace rights in all our operations
- Treat employees and contractors fairly and without discrimination
- Provide safe and healthy working conditions for all employees and contractors
- Provide working conditions free from violence, intimidation and harassment
- Provide work hours, wages and benefits in compliance with applicable laws and regulations
- Engage and collaborate with the workforce respectfully
- Prohibit the use of forced labor, child labor and any form of human trafficking

Our **Code of Business Ethics** contains additional policies related to human rights.

Communities and Stakeholders

Duke Energy respects the rights of people in the communities it serves and seeks to operate the business in ways that protect the environment and mitigate adverse impacts from operations.

Stakeholders often have divergent views on how Duke Energy should meet customer demand for reliable, affordable and increasingly clean energy. The company respects these views and seeks to get better outcomes through collaboration and engagement.

Building trust with our communities and our obligations to the environment are addressed in our **Code of Business Ethics**.



Suppliers and Partners

Duke Energy expects its suppliers of goods and services to adhere to the same values that the company has prioritized, applying them to how they do business locally and around the world. Duke Energy details those expectations in more detail in our **Supplier Code of Conduct**, including these:

- Suppliers must conduct their operations in a socially responsible and nondiscriminatory manner and ensure that their workers who represent Duke Energy, are assigned to Duke Energy facilities and interact with Duke Energy employees do not engage in behavior that intimidates or harasses others.
- Suppliers are held accountable and must demonstrate their commitment to providing a safe and healthy workplace by exercising good judgment and applying safe work practices to all activities.
- All suppliers must comply with the letter and spirit of applicable U.S. and international labor and employment laws including those associated with equal opportunity, immigration, child labor, forced, trafficked or compulsory labor, working hours, wages and benefits, and a harassment-free work environment.
- Business partners are expected to seek, use and develop diverse suppliers while performing work on the company's behalf.

Transparency and Governance

Duke Energy will conduct periodic human rights assessments to determine whether its processes and systems used to identify and investigate any alleged violations are appropriate. The company aims to be transparent in our efforts, successes and challenges and will publicly report on human rights-related commitments in our annual Sustainability Report.

This policy statement applies to Duke Energy and its affiliates (to the extent practical). The company does not assume oversight or direct responsibility for its suppliers out of respect for their independence as distinct legal entities but does expect its suppliers to engage in effective compliance mechanisms and oversight.

Reporting

Employees, suppliers, customers and other stakeholders can report a human rights concern through the following means:

- By emailing ethicsofficer@duke-energy.com
- By mailing a letter to the Ethics Office, P.O. Box 1333, Charlotte, NC 28201
- Online at ethicsline.duke-energy.com

The EthicsLine is a dedicated service maintained by a third-party vendor and is available 24 hours a day, seven days a week. Persons who contact the EthicsLine will be assigned a unique report and personal identification number (PIN) they may use to check on the status of their report and inquiries.

Additional Resources

[Duke Energy Code of Business Ethics](#)

[Duke Energy Supplier Code of Conduct](#)

[Ethics at Duke Energy](#)



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