



**HUMAN RIGHTS POLICY**  
**APPROVED: SEPTEMBER 8, 2020**

**Policy Statement**

We believe that human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. NJR abides by all laws and regulations, and upholds and respects human rights in support of the principles contained in the United Nations Universal Declaration of Human Rights and the UN Global Compact. NJR values and promotes a diverse and inclusive work environment, which we believe to be foundational to upholding human rights. This belief is deeply rooted in the core values of our Commitment to Stakeholders: safe, reliable and competitively priced service, customer satisfaction, quality, valuing employees and corporate citizenship. Our Code of Conduct, workplace policies and procedures, and our longstanding commitment to diversity and inclusion also support the purpose and goals of this policy.

**Our Commitment**

All of our directors, officers, and employees, wherever located, are responsible for complying with this policy, and we expect everyone working on the Company's behalf, including consultants, agents, vendors and other business partners to adhere to these standards while performing work for the Company. This policy, along with our Code of Conduct, broadly defines how NJR will respect human rights in our operations and value chain and is publicly available on [www.njresources.com](http://www.njresources.com). Each director, officer and employee has a duty to be familiar with and comply with this policy and other Company policies, programs, standards and procedures regarding human rights.

**Supplier, Vendor and Third-Party Provider Code of Conduct**

In accordance with our Code of Conduct, we require our third-party providers, including suppliers and vendors, to be governed by values that are consistent with ours. Specifically, we expect our providers to:

- Promote and maintain a workplace free from discrimination by treating employees, agents and contractors with respect;
- Comply with all applicable labor and human rights laws and regulations, including those regarding immigration, minimum wage, overtime, and child labor;
- Promote a workplace that is free from workplace violence, harassment, threats, intimidation, bullying or aggressive conduct, either spoken or written; and
- Treat their employees and contribute to their communities in a way that supports and respects human rights.

## **Prevention of Discrimination and Harassment**

We strive to promote an environment free from discrimination and harassment. We implement these principles through our Code of Conduct and other workplace policies and procedures, including our *Equal Employment Opportunity* policies prohibiting discrimination and harassment, which prohibit discrimination and harassment based on a person's sex/gender, pregnancy, age, race, color, religion, creed, sexual or affectional orientation, genetic information (or refusal to submit to genetic testing), atypical heredity cellular or blood trait, marital status, national origin, nationality, ancestry, immigrant status, citizenship, military status or service, veteran status, disability (including perceived disability), AIDS or HIV status, gender identity or expression, domestic partner status, civil union status, membership in any other protected group, or other status or characteristic protected by applicable law.

## **Diversity and Inclusion**

We believe diversity, inclusion and employee engagement are integral to our vision, strategy, Commitment to Stakeholders and business success. Respect for our co-workers and concern for others are equally important. We are fostering an environment that values diversity and ethics and helps create an inclusive organization where we embrace, leverage and respect the differences of our employees, customers and the communities where we live, work and serve. We are committed to the principles of equal opportunity.

We aim to recruit, hire, place, develop, compensate and advance people based on the needs of the organization and their respective qualifications, skills, experience and performance. We maintain a Diversity and Inclusion Program, including a Diversity and Inclusion Council, and a supplier diversity program, and publish an annual Diversity and Inclusion Report outlining our progress.

## **Gender Equity**

We believe that women's rights and economic inclusion are priorities for long term success. We regularly assess our employment and compensation practices with respect to pay equity.

## **Work Hours, Wages, and Benefits**

We require compliance with all applicable labor and employment laws and rules, including but not limited to those governing hours of work and relevant mandatory practices.

The Company pays employees at least the minimum wages and overtime rates required by law and any governing collective labor agreements. If no such laws or agreements apply, the Company will strive to pay wages in line with marketplace practices.

## **Prohibition on Child or Forced Labor**

We prohibit the use at our company of all forms of child, compulsory or forced labor, and oppose any form of human trafficking. We expect all those working on the company's behalf to demonstrate similar intolerance for such practices.

## **Freedom of Association and Collective Bargaining**

We respect our employees' right to join, form or not join a labor union, seek representation, bargain or not bargain collectively in accordance with applicable laws, and without fear of reprisal, intimidation, or harassment. Where employees are represented by legally recognized unions, we aim to have constructive dialogues with their chosen representatives and bargain in good faith with such representatives.

## **Safe and Healthy Workplace**

We work to maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts. We require compliance with all applicable safety and health laws and regulations, as well as additional company-imposed health and safety practices.

## **Security**

We are committed to maintaining a workplace that is free of violence, harassment, intimidation and other unsafe or disruptive conditions due to internal or external threats. We are committed to providing appropriate security safeguards for employees.

## **Land and Water**

We recognize the significant human rights implications of land use and water use in our operations, which we address through our environmental stewardship policies and actions. We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

## **Reporting and Accountability**

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 our EthicsPoint Hotline (866-384-4277) or via online submission at [ethicspoint.com](http://ethicspoint.com). Any employee who has questions about this policy or would like to confidentially report a potential violation of this policy, may raise those questions and concerns with their immediate supervisor. If this is not practical, reports may be made to any of the following: the Manager, Employee Relations; Chief Human Resources Officer; the General Counsel and Chief Compliance Officer or any attorney in the Legal Department. Confidentiality will be maintained to the extent possible, given the Company's need to investigate and resolve the issue raised and comply with the law. The Company will neither engage in nor tolerate retaliation of any kind against any person who makes a good faith complaint, serves as a witness or otherwise participates in the investigatory process or against a person who is associated with any person who makes a complaint.

Any substantiated violation of this policy, or refusal to cooperate with an investigation under this policy, will result in disciplinary action, up to and including termination and referral to the appropriate authorities. Where we have reason to believe that someone working on our behalf has infringed on human rights, we reserve the right to cease that relationship as warranted.

## **Governance**

This policy was approved by the Nominating/Corporate Governance Committee of our Board of Directors. The Nominating/Corporate Governance Committee oversees implementation of this policy at the Board level, and management oversight of this policy rests with our Chief Compliance Officer, working in collaboration with our Human Resources Department.

We will periodically review and evaluate compliance with this policy. We reserve the right to amend this policy at any time.