



Southern Company's Human Rights Statement



The foundation of Southern Company¹ is built on being a citizen wherever we serve. We are committed to conducting business with honesty, integrity and fairness and creating a workplace where we all feel welcomed, valued, respected and engaged.

Southern Company provides energy for the community's quality of life and economic growth. We are dedicated to public service and setting the standard for corporate citizenship. We respect fundamental human rights to improve our communities, the lives of our employees and other stakeholders.

Our commitment to human rights is embodied in [Our Mission](#), [Our Values](#), [Our Code of Ethics](#) and in our policies and practices. Our employees are expected to act in a manner consistent with Our Mission, Our Values, Our Code of Ethics and applicable U.S. law. These commitments are consistent with the general principles of the United Nations Declaration of Human Rights and the International Labour Organization's Declaration of Fundamental Principles and Rights at Work.

This statement summarizes Southern Company's commitments, philosophies and practices regarding human rights. This statement is intended to inform our employees, customers, suppliers, communities and other stakeholders of our commitments, philosophies and practices, and describe Southern Company's expectations of our employees.

Commitment to Human Rights

Anti-Discrimination, Anti-Harassment and Diversity, Equity and Inclusion

At Southern Company, we treat one another with fairness, respect and dignity. We value and encourage different ideas and points of view. Diversity, equity and inclusion (DEI) are strengths that unlock our full potential.

We are an equal opportunity employer. We do not tolerate inappropriate conduct, intimidation, harassment or discrimination on any basis, including race, color, religion, sex, national origin, age, disability, veteran status, genetic information, sexual orientation, or gender identity or expression. Prohibited harassment may include, but is not limited to, verbal or physical conduct of a sexual nature, derogatory or intimidating conduct or language, displaying or circulating any material that degrades or shows hostility toward an individual or group.

As outlined in our [Moving to Equity](#) framework, our key diversity, equity and inclusion efforts include:



Talent



Work Environment



Supplier Inclusion



Civic Engagement



Community Investment and Social Justice

For more information about our DEI efforts, visit our [Boldly Forward](#) website.

¹The terms we, use and our all refer to Southern Company. Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, unless the context otherwise requires, references in this report to Southern Company's operations, such as employment practices, refer to those operations conducted through its subsidiaries.



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Working Conditions

Southern Company will not require its workforce to work beyond daily and weekly work hour limitations as defined and required by local, state/provincial, and federal/national laws and regulations.

Remuneration

We invest in the well-being and engagement of our employees through a comprehensive total rewards strategy which includes compensation, benefits, and employee well-being. Our strategy helps to ensure all employees are paid market competitive wages, are treated equitably (through regular pay equity, pay gap and glass ceiling studies), are generally eligible for annual incentive awards, and have access to health and retirement benefits and best-in-class well-being programs. Southern Company complies with all applicable wage and benefit laws and regulations, including laws of other jurisdictions as applicable.

Occupational Health and Safety

Safety First is our number one value. We value the health, safety, well-being and security of our employees, customers, suppliers and communities. We will perform and maintain every job, every day, safely and we will not compromise an individual's well-being for any reason.

Southern Company seeks to meet or exceed applicable laws and regulations, while continually improving its safety technologies and processes. Leaders from across Southern Company collectively work to provide safety leadership, share learning, work collaboratively to address safety-related issues, and govern the consistency of safety programs. The safety programs are focused on the prevention and elimination of life-altering events, serious injuries, and fatalities. These programs include continuous process improvements to put critical controls in place to prevent serious injuries, promote learning, and implement the appropriate corrective actions. To continually meet these evolving and ongoing commitments, Southern Company invests in research and cutting-edge safety technologies and processes.

Right to Collective Bargaining and Freedom of Association

At Southern Company, constructive coordination and cooperation with union leaders is critical to our business. Approximately one-third of Southern Company employees are International Brotherhood of Electric Workers members, and many of our suppliers employ labor union members from nearly every craft within the North Americas Building Trades Unions. Our coordination with organized labor allows us to work toward common goals on topics such as employee and public safety, reliability of our electric and gas systems, training and development, recruitment efforts and best practice sharing. These efforts benefit the communities we serve and provide sustainable jobs.

We recognize the right of our employees to bargain collectively through representatives of their own choosing and recognize unions as the exclusive representatives of our unionized or covered employees in discussions involving rates of pay, wages, hours of employment and working conditions. Southern Company complies with all applicable laws relating to employees' rights to engage in concerted activity or collective bargaining, including laws of other jurisdictions as applicable.

Child Labor

Southern Company stands firmly against the use of child labor and will not employ any person under the age of 18. Legitimate workplace apprenticeship programs, which comply with all laws and regulations, are allowed. Workforce members will only perform work in accordance with applicable laws, including applicable laws with respect to minors performing work that may expose them to hazards.

Forced Labor and Human Trafficking

We prohibit the use of forced or involuntary labor, whether bonded, imprisoned, or indentured, including debt servitude and all forms of human trafficking, within its workforce. This includes the use of any form of threat, force, coercion, fraud, or exploitation. Southern Company expects that all members of its workforce will understand the terms of their employment. Withholding of, or destruction of, employee identity or immigration documents, passports, or work permits is prohibited.

Just Transition

Our company policy is to conduct business, including the transition of generation sites, in ways that are protective of the environment and community. As we transition to a clean energy future, we understand there will be potential opportunities and challenges for our workforce, communities and customers. We remain mindful of the interests of a wide range of stakeholders, including employees, labor partners, suppliers, communities and local governments, and our business realities in developing our approach to a Just Transition.



Expectations and Application

Southern Company expects its affiliated companies and their employees and other personnel to comply with the positions set forth in this statement.

Internal Monitoring And Reporting

Our Values and Code of Ethics call on us to act with honesty, respect, fairness and integrity. We also have a duty to monitor our programs and practices to ensure we are acting in alignment with our policies, and to act when there are concerns or potential policy violations. We utilize our Concerns Program to allow for reporting of any activity that does not meet our ethical standards, creates an unsafe work environment or violates the law or company policy. Each investigation of a concern is conducted confidentially, and Southern Company does not tolerate retaliation against anyone for filing a concern. Our Concerns Program provides employees, customers and business partners a safe and secure way to make sure concerns are heard and addressed.

Company alignment with Our Values and Code of Ethics is overseen and governed at the highest levels within Southern Company, by our officers and directors.

Southern Company prohibits retaliation in any form against a person for reporting a compliance or ethical issue or for any other protected reason. Our goal is to have a work environment where employees feel safe to report issues without fear of retaliation or retribution. Southern Company protects an individual's right to report misconduct or noncompliance with regulations, company policies or other ethical issues. We comply with whistleblower laws, including those promulgated by the Securities and Exchange Commission and Commodities Futures Trading Commission. These laws include requirements such as protecting the individual from retaliation and providing confidential reporting mechanisms.

If Southern Company personnel are observed doing, or requesting another party to do, something that may be unethical, illegal or in violation of the applicable behavior standards, please notify Southern Company management immediately or call the Concerns Program at **1-800-492-3902**. More information on options to file a concern are available online at <https://www>YourConcernMatters.southerncompany.com> or by emailing the Concerns Program at concerns@southernco.com.

Additional Resources

- ▶ [Our Southern Company Values and Code of Ethics](#)
- ▶ [Our Southern Company Mission](#)
- ▶ [Boldly Forward Website](#)
- ▶ [2022 Moving to Equity Report](#)
- ▶ [2023 Proxy Statement](#)
- ▶ [2022 Annual Report](#)
- ▶ [2022 Just Transition Report](#)
- ▶ [Environmental Principles](#)
- ▶ [Safety Website](#)
- ▶ [Sustainability Website](#)
- ▶ [Our Workforce Representation Disclosure \(EEO-1 Data\)](#)