



HUMAN RIGHTS POLICY

Responsible Officer: Executive Vice President, Corporate Strategy and External Affairs

Applicability: All employees of Sempra Energy and its business units

Policy statement

Employees of Sempra Energy, its business units and subsidiaries are expected to be ethical, respectful and strong community partners – forming positive relationships wherever we do business. We are mindful that individuals from certain groups or populations, including indigenous peoples, may be at heightened risk of marginalization. This policy underscores our commitment to value and respect human rights across our operations and to conduct business in a way that minimizes the adverse effects our infrastructure or operations may have on people and communities, where possible, independent of what governments may or may not require.

We will:

- Conduct periodic human rights assessments;
- Make efforts to avoid causing or contributing to human rights violations;
- Mitigate and/or remediate adverse human rights impacts of our operations where possible;
- Prohibit the use of child labor or forced labor in company operations;
- Promote a formal grievance mechanism; and
- Be transparent in our efforts, successes and challenges.

Reporting

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 or grievance, anonymously if desired, via the company's Ethics & Compliance Helpline, available 24 hours a day, seven days a week:

SempraEthics.com

United States: 800-241-5689

Mexico: 001-770-582-5249

Chile: 600-320-1700

Peru: 0800-7-0690

Every report made to the Helpline is investigated. We do not tolerate retaliation against individuals who report concerns in good faith.

In addition to the Ethics & Compliance Helpline, company 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 to the company's chief ethics officer, currently senior vice president, chief human resources and administrative officer.



Verification and Transparency

The company will conduct periodic human rights impact assessments; review alleged violations; and review the processes and systems used to identify and investigate alleged violations. The company 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. Business plays a fundamental role in tackling human rights challenges, in collaboration with government where possible. Transparency on key topics such as human rights enables informed decision making and builds trust with shareholders, customers, community leaders, employees, business partners and 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. Our approach to human rights is also consistent with the goals of the United Nations' (UN) *Guiding Principles on Business and Human Rights*.

Definitions

Human Rights: Human rights are rights 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.