



Human Rights Policy Statement

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. PPL Corporation acknowledges the need to promote, protect and support internationally recognized human rights principles such as those outlined in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, including the protection of women and minorities' rights.

We are committed to treating people with dignity and respect. We prohibit discrimination based on race, color, national origin, religion, sex, gender identity, disability, medical condition, ancestry, marital status, sexual orientation, citizenship, age, pregnancy, genetic information, service in the uniformed services or any other protected class status in accordance with all applicable laws and regulations.

This commitment drives our core values and is integrated throughout our Standards of Integrity, workplace policies and practices and longstanding commitment to communities we serve. PPL and its subsidiaries abide by all laws and regulations and strive to uphold and respect human rights.

Workforce

PPL believes that employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. PPL's companies strive to promote the well-being of our employees and provide a living wage reflective of competitive total compensation programs which are at or above the minimum wages and overtime rates required by law in locations where we operate. Work hours are in compliance with applicable laws. We uphold human and workplace rights in all operations to treat workers fairly and without discrimination.

PPL recognizes and respects employees' freedom of association and collective bargaining. Where employees are represented by a properly certified labor union, PPL complies with collective bargaining obligations and agreements.

The employment relationship should be voluntary, and all terms of employment and supplier engagements must comply with applicable laws and regulations. We oppose child labor, forced labor and human trafficking and comply with applicable laws prohibiting such exploitation.

We are committed to maintaining a safe and healthy workplace that is free of violence, harassment, intimidation and other unsafe conditions. We provide appropriate security safeguards for our employees. We maintain policies on Environment, Health and Safety that are at a minimum, compliant with applicable laws and regulations.

Communities and stakeholders

We respect the rights of people in communities in which we operate and strive to conduct business in ways that protect the environment and mitigate adverse impacts from our operations. We are focused on stakeholder engagement, access, affordability and community support in every project we develop.

PPL also understands that we have a role to play in contributing to the United Nations Sustainable Development Goals (UNSDGs). We reflect sector relevant UNSDGs in our sustainability commitments as outlined in our *Corporate Sustainability Report*, including clean water and sanitation; climate change; affordable and clean energy; industry, innovation and infrastructure; and decent work and economic growth.

Suppliers

PPL expects our business partners and suppliers to comply with all legal requirements and adhere to high ethical standards in the areas of freely chosen employment; working hours; respect in the workplace; wages and benefits; and health and safety. These expectations are clearly defined in our *Supplier Code of Conduct*, which applies to anyone supplying goods or performing services for or on behalf of us and apply to all activities undertaken in connection with the provision of those goods and services.

Governance

This policy statement was approved by PPL's Corporate Leadership Council and presented to the Governance, Nominating and Sustainability Committee (GNSC) of PPL's Board of Directors. The GNSC oversees the company's practices and positions to further its sustainability strategy and corporate governance, including specific environmental and corporate social responsibility initiatives.

Training and Reporting

The company's human rights policy statement is referenced in the company's *Standards of Integrity*. Every employee is expected to read, understand and comply with the *Standards of Integrity* and associated company policies. Employees receive annual training on the *Standards of Integrity*.

The company's policies prohibit discrimination against any form of retaliation toward employees who ask questions or raise concerns in good faith. PPL provides multiple avenues for employees to report concerns confidentially. Those avenues include an EthicsHelpline that accepts reports through an independent third party to promote employee confidence. The EthicsHelpline allows reporting (as well as anonymous reporting if desired) of concerns by phone or through an internet site, in each case 24 hours a day, seven days a week.