



PPL CORPORATION

# Supplier Code of Conduct

## I. INTRODUCTION

PPL Corporation and all of its subsidiaries (hereinafter singly or collectively "PPL", "we" or "us") are committed to upholding the highest ethical standards in our business dealings including fairness, honesty, integrity, and compliance with applicable law.

This Supplier Code of Conduct ("Code") applies to any person or entity ("Supplier") that supplies goods or performs services for or on behalf of PPL as well as the Supplier's employees, agents, contractors, subcontractors, vendors, suppliers, officers, and directors ("Supplier Personnel"). We expect Suppliers and Supplier Personnel to commit to the principles and expectations contained in this Code in all business dealings, practices, and actions undertaken in furtherance of the provision of goods and services to PPL. We also expect our Suppliers to extend these standards to their own supply chain. PPL takes noncompliance with the Code seriously, and failure to comply with the expectations outlined in this Code could result in termination of Supplier's assignment and/or contract with PPL.





## II. COMPLIANCE WITH LAWS AND COMPANY REQUIREMENTS

Suppliers must maintain full compliance with all federal, state, and local laws, regulations, and ordinances, as well as all requirements applicable to Suppliers' business and in doing business with us. Even in the absence of specific guidance, every Supplier must commit to PPL's corporate core values and act on behalf of PPL with integrity in all its business decisions and practices.



## III. ACCURATE RECORDS

Suppliers must create and maintain accurate records and shall not alter or misstate any record entry to conceal or misrepresent the underlying transaction or event.



## IV. EMPLOYMENT PRACTICES AND HUMAN RIGHTS

### *Respect and Dignity*

We expect Suppliers to respect the people they employ and to provide a workplace that is free from harm, intimidation, harassment, or fear. Suppliers are expected to treat people with dignity, encourage diversity, remain receptive to diverse opinions, promote equal opportunity for all, and foster an inclusive and ethical culture. We will not tolerate harassing or discriminating conduct based on any protected characteristic, including but not limited to race, color, national origin, gender, age, religion, citizenship, gender identity, sexual orientation, veteran status, or disability.

Prohibited conduct includes, but is not limited to, use of child labor or forced labor; threatening, intimidating or hostile acts; written, electronic or graphic material that denigrates or shows hostility or aversion toward an individual or group; unlawful retaliation; or any conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating hostile or offensive work environment. In addition, sexual harassment of any kind is prohibited, including but not limited to linking a person's submission to, or rejection of, sexual advances to any decision regarding that person's terms or conditions of employment.

We also expect our Suppliers to comply with all applicable U.S. and international labor and employment laws including, but not limited to, those associated with equal employment opportunity, immigration, child labor, forced or involuntary labor, working hours, and wages and benefits.

### *Supplier Diversity and Procurement*

We value diversity. We expect Suppliers to support this commitment and reflect it in their hiring practices. We also expect our Suppliers to select their contractors, subcontractors, suppliers, and vendors based on merit, considering things such as price, quality, reputation, and integrity, and not based on any personal interest that the

Supplier or Supplier Personnel, or supplier of the Supplier, may have. In making procurement decisions for us, including the selection of contractors, subcontractors, suppliers, and vendors, Suppliers are expected to develop and maximize opportunities for the use of diverse suppliers. Suppliers are expected to make procurement decisions with uncompromised objectivity of judgment and in our best interests, using consistent unbiased standards.

### *Workplace and Public Safety*

We are committed to a safe and secure work environment, including one that promotes the health and safety of Suppliers and Supplier Personnel, as well as the general public. No job is too important or so urgent that laws, regulations, ordinances, or reasonable precautions concerning health and safety can be bypassed. The goal is very simple: zero accidents or incidents adversely impacting Suppliers and Supplier Personnel. All Suppliers that work on our property or with our equipment must implement health and safe work practices and requirements and take or exceed appropriate security precautions as established by laws, regulations, ordinances, our requirements, the Suppliers' assignment and/or contract with us, and site-specific requirements (if any).

### *Drug and Alcohol Use*

We require our Suppliers to maintain a workplace free from alcohol and illegal use, possession, sale, or distribution of controlled substances. Suppliers Personnel must report to job sites in appropriate mental and physical condition to perform their services for us in a satisfactory manner.

Suppliers shall maintain a drug and alcohol testing program meeting all applicable federal, state and local laws, regulations and ordinances and meeting or exceeding any and all standards stated in any contract with PPL or any document incorporated in such contracts.



## V. ANTI-CORRUPTION & FAIR DEALING

### *Anti-Corruption Laws*

Our Suppliers must comply with the anti-corruption laws, directives and/or regulations that govern operations in the countries and states in which they do business for us, such as the U.S. Foreign Corrupt Practices Act. Suppliers must refrain from offering any gifts, meals, entertainment, or hospitality to foreign or domestic government officials, political parties, candidates for public office, or other such persons unless we have expressly authorized it. We expect our Suppliers to exert due diligence to detect and prevent corruption in all business arrangements.

### *Bribery*

We prohibit bribery in any form. The receipt, payment, and/or promise, or authorization of monies or anything of value to or from anyone, directly or indirectly, intended to exert undue influence or improper advantage is prohibited.

### **Anti-trust**

Our Suppliers must not fix prices, limit production, divide markets, or rig bids with their competitors. They must not exchange current, recent, or future pricing information with competitors.

### **Gifts/Business Courtesies**

We require our Suppliers to compete on the merits of their products and services. The exchange of business courtesies may not be used to gain an unfair competitive advantage. Our Suppliers must follow our strict guidelines to avoid conflicts of interest or even the appearance of a conflict of interest if they provide any gifts or entertainment to us or others.

### **Insider Trading**

Our Suppliers and Supplier Personnel must not use material non-publicly disclosed information obtained in the course of their business relationship with us, including, without limitation, the fact that contract negotiations are underway or awards were granted, as the basis for trading, or for enabling others to trade, in the securities of our company or those of any other company.

### **Fair Dealing**

Our Suppliers are required to deal fairly and honestly not only with us, but also with governmental and regulatory bodies, customers, other suppliers, competitors, employees, and anyone else with whom our Suppliers may have contact in the course of performing services for us. In conducting work for us, Suppliers must not take unfair advantage of anyone through deception, manipulation, concealment, abuse of privilege information, misrepresentations of material facts, alteration or falsification of documents, inappropriate destruction of documents, or any other manner of unfair dealing. Suppliers must represent us honestly in every communication with a customer or others, even if it means losing a sale or other opportunity.



## **VI. INFORMATION PROTECTION**

Suppliers are responsible for safeguarding information and protecting our assets from loss, misuse, theft, fraud, damage, and unauthorized personal use.

### **Cybersecurity**

Suppliers must be particularly vigilant when accessing electronic devices or systems that might be exposed to the Internet, to avoid compromising our systems through a cyber-attack. Supplier must never share computer IDs, facility access credentials or passwords with another person. Suppliers must also ensure that Supplier Personnel have taken the highest level of precautions to address the security of our information technology assets and have implemented plans to mitigate cyber security risks and vulnerabilities associated with work on our behalf.

### **Information Security**

Our customer, employee and business information are confidential. Information provided to Suppliers must not be shared with any outside individuals except as we may specifically direct in writing. Suppliers must ensure that information is handled, maintained, transported and disposed of appropriately and in accordance with our company's requirements. Documents and devices on which information resides must be secured and never left unattended and handled in accordance with our policies and procedures and the requirements established under the Supplier's contract with us.

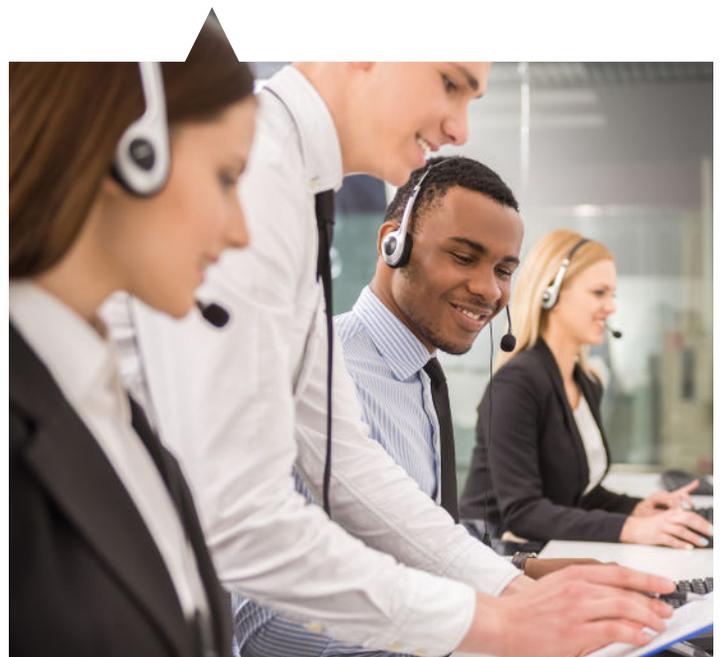
Any Supplier that collects, maintains, processes, transmits, or accesses personal information about customers or any other person, including our employees and contractors, must ensure that private information is not disclosed in violation of applicable laws, including data protection laws, and is handled in accordance with our policies and procedures and the requirements established under the Supplier's contract with us.



## **VII. RESPECT FOR THE ENVIRONMENT**

Suppliers have an obligation to carry out all of their activities on our behalf in ways that preserve and promote a clean, safe and healthy environment, which induces understanding and abiding by our environmental policies and the environmental laws and regulations applicable to the locations in which we operate.

Suppliers are responsible for adequate spill prevention for all goods, materials, equipment, and vehicles brought onsite. Supplier must immediately clean-up any spills or releases from Supplier's goods, materials, equipment, or vehicles, properly dispose of any waste that is generated, and comply with all environmental requirements under any contract with us.





## VIII. USE OF COMPANY ASSETS AND FUNDS

Our assets, both physical, like property and equipment, and non-physical assets, like information and operations technology, and funds must not be used for any purpose other than the intended business purpose. Suppliers must protect our assets and funds, including by protecting them from unauthorized use and access, and taking such security measures as may be necessary to ensure such protection in accordance with security best-practices and our standards.

Suppliers are prohibited from using our name or any other resources, such as our logo, trademarks, or other intellectual property, unless specifically authorized in writing by us. Suppliers are also prohibited from using our resources, access to our computer information, property or time charged to us to perform activities for the benefit of other people or entities unless specifically authorized in writing by us.

## IX. CONFLICT OF INTEREST

We expect our Suppliers to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in their dealings with us. We expect our Suppliers to provide notification to all affected parties in the event that an actual or potential conflict of interest arises. This includes a conflict between our interests and the personal interests of our Suppliers or those of close relatives, friends, or associates.

## X. COMMUNICATIONS & SOCIAL MEDIA

### *Responding to External Inquiries*

We have designated certain employees and other persons who are authorized to speak on our behalf to the news media and members of the financial community (e.g., securities analysts). If a member of the news media or financial community asks for any information about us, Suppliers must not respond unless the Supplier has been authorized in writing by us to do so. Any such inquiries must be referred (and reported) to us.

### *Responsible Use of Social Media*

In their use of social media, Suppliers shall have policies and procedures in place to ensure that such media are used properly, do not affect our commitments to our customers, and do not interfere with Suppliers' obligations to us. Social media activity includes, but is not limited to, all posts or communications on any social media sites, the Internet, blogs, online chat rooms, etc.

## XI. ETHICS PROGRAM EXPECTATIONS

### *Whistleblower Protection*

We require our Suppliers to provide Supplier Personnel with avenues for raising legal or ethical issues or concerns without fear of retaliation. We require our Suppliers to take action to prevent, detect and correct any retaliatory actions.

### *Consequences for Violating this Code*

Our response to any violation of these expectations shall be governed by our contract or applicable policies and procedures.

Suppliers and Supplier Personnel are expected to promptly report actual or suspected non-compliance with this Code to their PPL contact or any of the contacts listed below in this Code. We will not discriminate against or tolerate any form of retaliation towards Suppliers or Supplier Personnel who ask questions or raise concerns in good faith, or toward Suppliers or Supplier Personnel who participate in the investigation of a concern. However, it is unacceptable and a violation of this Code to knowingly file a report or provide information that is false or misleading.

### *Ethics Policies*

Commensurate with the size and nature of their business, we require our Suppliers to have management systems in place to support compliance with laws, regulations, and the requirements related to or addressed expressly within this Code. We encourage our Suppliers to implement their own written compliance and ethics codes and to flow down the principles of a compliance and ethics code to the entities that furnish them with goods and services.

**For Questions/Comments about  
(or to report violations of) this Code, contact:**

***PPL's Ethics Helpline: 1-800-550-9418***

PPL's VP & Chief Compliance Officer: 610-774-6525  
PPL's VP-Corporate Audit: 610-774-1677

LG&E and KU Director-Compliance & Ethics: 502-627-3203

RIE Director-Compliance & Ethics: 401-784-7462

VP-Supply Chain: 610-774-6164