

## The AES Corporation Human Rights Policy

*Improving lives and making a lasting difference in the communities in which our businesses operate has always been part of AES' values and mission. We are committed to providing infrastructure solutions that support a sustainable social, economic and environmental future.*

At AES, our mission is “Improving lives by providing safe, reliable and sustainable energy solutions in every market we serve.” We are a values-based company and our [Code of Conduct](#) (“From Words to Action”) affirms our values of safety, striving for excellence, acting with integrity, honoring commitments and having fun through work. Our Code of Conduct defines AES’ values and the expectations we have for our businesses in dealing with customers, fellow employees, suppliers, and communities around the world.

Our people and our stakeholders are empowered with a strong sense of ownership and accountability for their work, and we fully expect each person to adhere to our corporate values as described in the Code of Conduct.

The AES Corporation adopted a Human Rights Policy in 2016 to formalize our long-standing commitment to uphold and respect human rights. While our subsidiaries have teams that manage the daily operations at our businesses, we believe AES’ Human Rights Policy can foster greater awareness of human rights issues in three areas relevant to our businesses: people, communities and suppliers. We support the Universal Declaration of Human Rights and our Policy is consistent with the United Nations’ Guiding Principles on Business and Human Rights.

Our Human Rights Policy formalizes the tools AES is already using to conduct business, including encouraging our businesses to perform risk assessments, engage with business suppliers, and work with local communities. As a result, many of our businesses proactively participate in local initiatives and trade associations in the areas of Corporate Governance, Ethics and Compliance and Corporate responsibility. The AES Corporation encourages participation in these initiatives by our businesses.

### Our People

We recognize that our people are our greatest asset, and they set the foundation of our ability to achieve the long-term goals we have set for the company.

At AES and its subsidiaries, the workforce is comprised of individuals from diverse backgrounds, cultures and disciplines. We do not view diversity simply as a responsibility to be met, a policy to implement, benefits to offer, or a program to run. What brings us together makes us unique and view on diversity and the value it brings to our company and the communities we serve is not defined by race, gender, age or sexual orientation. The recruitment, hiring, placement, training and compensation processes in our businesses are based on qualifications, performance, skills and experience.

Our businesses are present in a variety of countries and markets and we expect them to respect the rights of their people in accordance with local labor regulations, including laws relating to the freedom of association and collective bargaining.

We also recognize the importance of providing a safe and healthy workplace. Our businesses invest in programs and actions to ensure health, workplace security and safety. These programs are specifically

tailored to the realities of each location. Our businesses should comply with applicable safety and health laws, regulations and internal standards and procedures.

AES Safety Management System provides a framework for all AES operational businesses and construction projects, so that they can set expectations, manage compliance, measure performance and drive improvements in safety and health management. Our businesses are committed to engaging with their people to continually improve health and safety in the workplace, including the identification of risk and hazards and the remediation of health and safety issues.

## Our Communities

We encourage our businesses to have a positive impact in the communities where they operate. In conducting their work and improving lives in the communities they serve, our businesses should aim to cement long-term relationships with their numerous partners and work closely with all of their internal and external stakeholders.

We support our businesses' efforts to create deep, meaningful relationships with the surrounding communities, and to engage with stakeholders in those communities to ensure that they are listening to and considering their views as they conduct their business.

AES' Human Rights Policy encourages our businesses to avoid relocation or resettlement whenever possible. When resettlement is unavoidable, our businesses are encouraged to work collaboratively and transparently with local communities and to consider external guidelines such as the International Finance Corporation's Performance Standards on Environmental and Social Sustainability, when relevant.

## Suppliers

We hold our suppliers and contractors the same high ethical standards as we hold ourselves. Our businesses should expect their suppliers to treat their employees well and to interact with communities in ways that respect human rights and adhere to all local laws including the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in the workplace.

We and our businesses hold our business partners and contractors to high ethical standards and expect them to adhere to AES' Code of Conduct. Each partner undergoes a thorough due diligence process, and compliance language is included in appropriate contracts, where appropriate, to ensure compliance with such standards.

## Reporting

AES people can ask questions or report suspected wrongdoing to managers or local Ethics and Compliance personnel directly, or they can submit reports anonymously through the [AES Helpline](#).

The AES Helpline is a confidential resource for AES employees, contractors, business partners and others to ask questions or report concerns regarding AES' business conduct. The AES Helpline is available globally and 24-hours a day by phone or online and in languages spoken at all AES locations.

All allegations and questions received on the hotline are reviewed. Each investigation and inquiry is carefully documented and reported to AES' independent auditor that selects a subset of these inquiries for on-going monitoring and remedial actions if necessary.

AES does not tolerate retaliation against any AES person for raising questions or making a good faith report of improper behavior.

We also have a dedicated safety helpline called [Speaking Safely](#). Speaking Safely allows employees and

others to anonymously voice concerns about workplace safety and the environment both by phone and online. In each case, the report is handled by a third-party vendor, to ensure confidentiality and anonymity.

### Further references

AES has in place diverse internal and external guidelines and policies addressing the various topics included in this Human Rights Policy which provide additional guidance and set expectations for management and performance for our businesses in the areas of supply chain, talent assessing, compliance, stakeholder engagement, social responsibility programs, environment and safety management, anti-corruption and conflict of interests. Our management approach to these areas is publicly described in our Sustainability Report and Supplement.

*AES reserves the right to revise this policy at any time. Nothing in this policy says or implies that a contract exists between AES, its businesses and/or their respective employees, or that participation in this program is a guarantee of continued employment.*