



# Evergy Supplier Code of Conduct

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 **Introduction**

Evergy believes a strong relationship with our Suppliers is key to ensuring our company's success. The Supplier Code of Conduct (Supplier Code) was created to communicate our expectations to our Suppliers. The term Suppliers as used throughout this document includes, vendors, contractors, and consultants, and any of their employees or subcontractors.

We believe integrity and honesty are the foundation of everything we do and just as we expect our employees to follow [Evergy's Code of Ethics](#), we expect our Suppliers to adhere to the expectations set forth in the Supplier Code.

 **Message from our Chief Compliance Officer**

Dear Business Partners,

The heart of Evergy is our dedication to our core values of safety, integrity, ownership and adaptability and our ability to earn and maintain the trust of our employees, customers, regulators, investors and communities. This means Evergy employees and its Suppliers must behave in a manner that is consistent with these values and conduct business ethically and in compliance with all laws, regulations and the expectations as outlined in this document.

Because ethical behavior is so critical to our success, we want to ensure our Suppliers are familiar with what is expected of them. In addition to sending periodic communications to Suppliers, we created a Supplier Code. The Supplier Code is aligned with our core values and is in place to help us advance our mission to empower a better future and our vision to become the best energy company. To do this we must continue to cultivate a company culture that respects others, allows for a questioning attitude and strives to do the right thing every time. We have this same expectation for our Suppliers. We want to work with Suppliers who operate and hold themselves accountable to all applicable laws, regulations and to the ethical values expressed in our Supplier Code.

We believe our Suppliers are a critical and necessary extension of our company and contribute to our long-term success. We appreciate your commitment to making compliance and ethics a top priority as you work with Evergy.

Sincerely,



Ellen Fairchild, Evergy Chief Compliance Officer



## **MISSION**

*We empower a better future.*

## **VISION**

*To become the best energy company.*

### **EMPLOYEES**

- We will be a great place to work for the talent that we need
- Our culture fosters engagement and excellence
- We will be diverse and inclusive

### **CUSTOMERS**

- Our operations will be Tier 1 quality and cost effective
- We will be the provider of choice
- We will be our customers' trusted energy partner

### **SHAREHOLDERS**

- We will deliver consistent and superior Total Shareholder Returns
- We will allocate capital to drive sustainable and diverse energy solutions

### **COMMUNITIES**

- We will have collaborative stakeholder relationships
- We will have open and transparent regulatory relationships
- We will be good stewards of our resources and relationships

## **VALUES**

*People first.*

### **SAFETY**

- Safety is everyone's responsibility
- We value safety at all times and in all situations
- We never compromise safety
- Zero unsafe behavior is the goal

### **INTEGRITY**

- Integrity and honesty are the foundations of all we do
- We respect each other and those we serve
- We respect and protect the environment
- We will focus on the whole of the organization

### **OWNERSHIP**

- We are always accountable for our actions
- We are committed and responsive to our owners
- We continuously work to improve performance

### **ADAPTABILITY**

- We use innovation and flexibility to meet the emerging needs of our customers and owners
- We demand continuous improvement and encourage breakthrough thinking that challenges the status quo



## Ethical Expectations and Obligations

As a trusted public service provider, we strive to obtain the highest standards for ethical conduct. This means obeying the law and conducting business ethically and with integrity. We hold our Suppliers to this standard as well. We ask you to speak up when you see unethical or illegal behavior.

### Reporting Concerns

We expect and trust our Suppliers to report actual or suspected acts of misconduct, noncompliance with regulations or other ethical issues. If, in the course of providing your services and products to Evergy, you see an Evergy employee, Supplier or subcontractor engaged in a known, suspected or potential unethical act or violation of law, Evergy's policies or the Supplier Code, notify Evergy's ConcernsLine at 866-266-7595. Further, what we cannot legally do directly or indirectly, we will NOT do through another party. If any Evergy representative asks that you act in an illegal manner, please notify the Evergy ConcernsLine.

Suppliers can ask questions or report a concern by contacting:

- Your Evergy Supply Chain Representative directly or email [procurement@evergy.com](mailto:procurement@evergy.com);
- Evergy's ConcernsLine at 866-266-7595, available 24/7 for confidential and anonymous reporting administered by an independent third party; or
- Evergy's Chief Compliance Officer, Ellen Fairchild at 816-652-1103

Evergy prohibits acts of retaliation against any person for reporting a possible compliance concern in good faith. Making a good faith report means you believe the information you provide is true. Evergy expects its Suppliers to protect an individual's right to report misconduct or noncompliance with regulations or other ethical issues.

### Conflicts of Interest

Conflicts of interest occur when our personal interests, position or relationships influence us or could be perceived to influence us to make decisions that are not in the best interest of the company. While engaged in Evergy-related work, Suppliers should not accept any employment or engage in any activity that creates a conflict of interest, or the appearance of a conflict of interest, with Evergy or in any way compromises the work that the Supplier is contracted to perform on behalf of Evergy. A conflict of interest can arise if actions are taken or if there are interests that may make it difficult for the Supplier to perform Evergy-related work objectively and effectively.

### Gifts and Gratuities

Evergy employees may participate in the accepted practice of giving and receiving occasional and modest gifts, meals, services or entertainment as a way to promote goodwill and help build positive business relationships. However, these gifts must be infrequent, reasonable, customary, legal and of modest value. A Supplier may provide meals or entertainment if they are infrequent and moderate in value and the Supplier must attend. Gifts of cash and cash equivalents or anything that creates a perceived or actual conflict of interest are strictly prohibited. Evergy employees may never request or accept nor offer or provide a gift or gratuity from or to a Supplier, if the situation could limit us from acting in the best interests of the company.

If the Supplier is in a procurement decision-making process or contract negotiation with Evergy, the Supplier must not offer gifts, meals, services or entertainment, regardless of value, to Evergy employees involved in this process or employees in positions involving direct influence over the Supplier's work for Evergy.

#### Anticorruption

Evergy has a zero-tolerance policy for corruption and prohibits anyone conducting business on behalf of Evergy, including Suppliers, from offering or making any improper payments of money or anything of value to government officials, political parties, candidates for public office, or other persons. This includes the offer and/or receipt of any bribe or kickback to and/or from any customer, Supplier or others. Suppliers must comply with the anti-corruption laws that govern operations in the countries in which they do business, such as the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act.

#### Anti-competitive practices

We expect our Suppliers to refrain from activities that reduce competition. This includes those prohibiting bribery, kickbacks, corruption and other unethical business practices intended for the purpose of obtaining an improper advantage. Suppliers must comply with antitrust and fair-trade practices laws including the Foreign Corrupt Practices Act.

## **Supplier Diversity**

#### Use of Local and Diverse Suppliers

Evergy encourages and supports the use of local and diverse Suppliers in satisfying Evergy's product and service needs. When we contribute to the success of diverse Suppliers, we start a cycle where the Supplier, Evergy and the local economy all benefit. [Click here](#) to learn more about Evergy's Supplier Diversity program.

## **Sustainability and Environmental Compliance**

Evergy's business is managed in an environmentally responsible manner and in compliance with all environmental requirements. Evergy is committed to sound practices that maintain public health, wildlife habitats, and preserve the integrity of the planet. Evergy expects Suppliers to participate and contribute to efforts that recognize and promote sound environmental stewardship, continually seek to understand and address concerns about the environment and strive to improve, protect and conserve beyond the requirements of the law.

As a partner with Evergy, you are required to report any event you witness that could result in noncompliance with environmental laws or regulations to your supervisor, the project manager on site, or through the resources listed in the *Reporting Concerns* section of this Supplier Code.

## **Health and Safety**

Evergy strives to provide a safe and healthy environment for our employees, customers and members of the public. Both Evergy and our Suppliers shall establish and enforce safety policies and practices

appropriate to its businesses and promotes safety awareness for its respective employees and the general public through education, training and outreach.

### **Responsibility for Safety**

Accidents, injuries, occupational illnesses, unsafe conditions and safety violations must be reported as specified in the applicable standards. Evergy reserves the right to interrupt or suspend the work and remove any Supplier personnel from its premises as a result of disregard for safety or for any violation of safety rules.

Suppliers shall comply with all federal, state and local laws and regulations regarding incident prevention and safe working conditions.

Each individual has the responsibility to:

- work safely;
- know and comply with prohibitions on the use and possession of illegal drugs and alcohol;
- know the potential hazards inherent in the work they perform;
- effectively communicate the potential hazards of work required by others;
- understand and comply with all established safety procedures and practices along with all federal, state and local laws and regulations;
- follow personal protective equipment requirements and expect the same from co-workers;
- report all on-the-job injuries and safety incidents, no matter how slight, to their immediate supervision; and
- take appropriate steps to mitigate any potential safety hazards.

### **Firearms and Other Weapons**

Suppliers and their representatives are not allowed to carry weapons on Evergy property or any Evergy job site without Evergy's prior written approval, even if they possess concealed weapons permits.

### **Violence Free Workplace**

Evergy does not tolerate threats or acts of violence or intimidation of any kind or in any form, whether physical, verbal, electronic, or any other method. Anyone who has been threatened with or subjected to violence involving an Evergy employee or an Evergy facility, should report the incident, as explained in the *Reporting Concerns* section.

### **Access to Facilities and Equipment**

Access to company facilities is restricted to authorized personnel. Any Supplier granted access shall be responsible for ensuring that no person gains unauthorized access. Lost or stolen badges should be reported as soon as possible to the Security Department. Access badges no longer needed should be returned to Physical Security for proper disposal. Situations where a Supplier believes unauthorized access has occurred shall be promptly reported to the Security Department by calling 785-575-6000.

## **Human Rights**

### **Equal Opportunity, Diversity, Inclusion, Nondiscrimination and Harassment**

Evergy is fully committed to equal opportunity and non-discriminatory employment practices. We seek to recruit, hire, develop and retain qualified people from a diverse candidate pool regardless of race, color, religion, creed, gender, pregnancy or related medical conditions, age, national origin or ancestry, physical or mental disability, genetic information, sexual orientation, gender identity, veteran status, or

any other consideration protected by federal, state or local laws. Evergy not only expects a work environment free from all forms of unlawful discrimination, intimidation and/or harassment, but also seeks to create an inclusive environment that values our diverse backgrounds and life experiences which in turn allows us to better connect with all stakeholders making Evergy a stronger company.

Suppliers are expected to support Evergy's commitment to equal employment opportunity as well as diversity, equity and inclusion. Suppliers are required to conduct business in a professional and socially responsible manner and shall not engage in behavior that unlawfully discriminates, intimidates or harasses Evergy employees, contractors, customers or others.

#### Child labor

Suppliers shall not employ any person under the minimum legal age for employment as prescribed by the relevant local authority, or under the age for completing compulsory education, whichever is greatest. Legitimate workplace apprenticeship programs, which comply with all laws and regulations, are supported. Workforce members under the age of 18 shall not perform work that may expose them to hazards.

#### Working Hours, Wages, and Benefits

Evergy expects Suppliers to treat employees fairly and honestly, including their working hours and benefits. Suppliers shall not require their workforce to work beyond daily and weekly work hour limits as defined and required by local, state/provincial and federal/national law, and Suppliers shall comply with all applicable wage and benefit laws and regulations, including laws of other countries as applicable.

#### Freely chosen employment

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

## **Protection of Information and Privacy**

Information is a vital company asset and requires protection from unauthorized access, modification, disclosure, destruction or misuse. All Users of company systems are responsible for protecting the security, confidentiality, integrity, and availability of company information and assets. Suppliers will comply with legal requirements regarding fair competition and antitrust, and accurate and truthful marketing.

Unauthorized use or distribution of proprietary information violates Evergy's policy and could be illegal. Proprietary information includes all non-public information that might be useful to competitors or others that could be harmful to the company or its customers if disclosed. Such use or distribution could result in negative consequences for both the company and the individuals involved, including potential legal and disciplinary actions. We respect the property rights of other companies and their proprietary information and require our employees, officers and directors to observe such rights and expect our Suppliers to do the same.

The Evergy logo is a stylized blue and green arrow pointing right.

## Engagement with External Parties

### External Communications

All communications with news media will be coordinated through Evergy's Corporate Communications unless otherwise authorized by the Evergy President or their designee. Suppliers not previously authorized to speak with the media about Evergy shall refer all inquiries to Corporate Communications or the applicable Evergy Vice President. Suppliers shall not use social media in a way that harms the Evergy brand, our workers, systems or assets.

All media requests will be referred to the 24-hour news media hotline (816) 392-9455. Media requests will be responded to in a timely manner. Only designated, approved spokespeople may speak with the media on behalf of Evergy.

### Use of Corporate Representations

Requests for the use of company information, including company logos and vendor endorsement, in non-company advertising or publications shall be referred to Corporate Communications for review.

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## Compliance

Evergy and its Suppliers must ensure compliance with all regulations and requirements as prescribed by all appropriate federal, state and local entities. Any concerns of a potential violation should be reported immediately utilizing the resources listed in the *Reporting Concerns* section.

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## Penalties for Noncompliance

Part of conducting business with Evergy includes compliance with this Supplier Code. Evergy may terminate business with a Supplier who fails to adhere to the Supplier Code. Failure of a Supplier to act in accordance with the law or this document will be considered evaluating future business.