

ESSENTIAL UTILITIES INC.

Human Rights Policy

This policy along with Essential Utilities’ articles of incorporation, amended and restated bylaws, corporate governance principles, committee charters, and other policies pertaining to corporate governance and regulatory compliance, risk, and social responsibility (collectively, the “Corporate Governance System”) form the framework of governance for Essential Utilities and its subsidiaries. The Corporate Governance System is inspired by and based on our commitment to ethical principles, transparency and leadership in the application of best practices in good governance and is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance. Our Board of Directors (“Board”) is responsible for overseeing human rights risk management and our management team is accountable to the Board for ensuring this policy is effectively implemented.

Purpose

Essential Utilities respects human rights. All employees are expected to be strong ethical community partners – forming positive relationships wherever we do business. 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. In addition to our employees, these standards of conduct also apply to our vendors and suppliers, with no exception.

We will:

- 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, forced labor or human trafficking; and
- Be transparent in our efforts, successes and challenges

Approved by the Essential Utilities Board of Directors 12/18/2019