

Our Commitment to Human Rights

For more than 130 years, Avista Corporation has been committed to providing clean, safe and reliable energy to those we serve. Our work empowers our customers and communities to live their lives to the fullest. We work hard to do what's right for our stakeholders by putting those we serve at the center of everything we do. We remain committed to conducting business ethically, honestly and with mutual respect for the rights of all people.

Our commitment to preserve and respect the rights of all people are inclusive of those human rights principles articulated in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Avista Corporation's Code of Conduct, Core Policies, other Company policies, business procedures and compliance with applicable laws and regulations underscore and demonstrate our commitment and respect for the rights of all people.

These commitments apply equally to all of Avista Corporation and its affiliates regardless of location or jurisdiction, including all employees, Company officers and members of our Board of Directors. In addition, our business partners – suppliers, contractors, consultants, agents and others working with or on behalf of Avista Corporation have the same obligation and responsibility to follow our commitment to human rights.

The Company's [Code of Conduct](#) and [Commitment to Corporate Responsibility](#) provide greater detail and examples of our commitment to human rights principles including, but not limited to, the following principles:

- Ensure a safe, secure, and healthy work environment so that every person at Avista makes it home safe to their families and loved ones each day.
- Cultivate a workplace of acceptance and mutual respect, valuing equity, inclusion, and diversity in all aspects of our operations.
- Uphold the rights of racial and ethnic diverse groups, women, and other protected groups' rights in the workplace.
- Provide a work environment that is free from discrimination, harassment, and retaliation.
- Respect freedom of association and right to collectively bargain as prescribed in the National Labor Relations Act and outlined in the UN's International Labour Organizations' ('ILO') conventions 87 and 98.
- Uphold a safe, secure, and productive work environment that is free from aggressive, threatening, or violent acts.
- Ensure equal opportunity to qualified individuals in employment decisions and practices.
- Provide and encourage employee assistance programs, medical and mental health benefits and ongoing health and wellness education.
- Ensure fair wages for workers in compliance with all local labor and compensation laws.

- Prohibit child labor¹, forced labor and all forms of human trafficking.
- Cultivate respectful engagement and collaboration with our stakeholders.
- Partner with local communities and non-profit agencies to promote economic development, philanthropic efforts and other support services.
- Provide formal grievance reporting mechanisms free from retaliation for concerns related to human rights or violations of law or Company policy.

Our Business Partners

We require that our business partners – suppliers, contractors, consultants, agents and others working with or on behalf of Avista Corporation share our same commitment to conducting business ethically, honestly and with mutual respect for the rights of all people. Avista Corporation's [Contractor Code of Conduct](#) provides details of these requirements including their obligations to uphold human rights within their own operations.

Prohibited Conduct

Any type of behavior prohibited by our commitments to human rights, Company policies or rules and practices will not be tolerated. Anyone determined to have violated these commitments or other policies will be subject to disciplinary action, up to and including termination of employment. Non-employees or contractors engaged in any of these behaviors on Avista's premises will be removed from the property and reported to the proper authorities as deemed appropriate.

Avista will not tolerate retaliation against an employee who participated in a company investigation or reported harassment or discrimination. Retaliation may take on many forms including verbal abuse, threats, making derogatory comments, or spreading malicious gossip. Retaliation may also include firing, denial of a job, receiving negative performance feedback, or denial of some other employment benefit.

Questions & Contacts

If you have questions about these commitments to human rights or other Company policies, please contact your leader or a Human Resources Manager. If you have a concern or become aware of behavior that may not uphold our commitments to human rights or represent a violation of other Company policies, you must raise the issue promptly. If you are uncomfortable talking with your leader, you may raise your concern with [Human Resources](#), [Legal](#), [Ethics & Compliance](#) or Avista's Confidential Hotline.

Confidential Hotline

Employees are encouraged to use the Confidential Hotline when uncomfortable working through the normal channels described above or as an anonymous way to raise concerns. The Confidential Hotline is available 24/7:

877-861-6690 or avistacorp.ethicspoint.com

All complaints will be investigated to the extent possible, given the information provided.

Avista does not tolerate harassment, discrimination, or retaliation.

¹ In 2022, Avista launched a Craft Student Pilot Program for high school seniors to work part-time earning high school credit, work experience and industry credentials. This program was designed to meet local, state and federal labor, wage and hour rules.

