

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 (collectively, “Essential Utilities”). 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, including those identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Our Code of Ethical Business Conduct, Anti-Discrimination and Harassment, Employee Conduct, Purchasing and Supplier Code of Conduct polices incorporate elements of these declarations into the Company’s culture. All employees are expected to review and adhere to these policies, while striving 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, partners, security arrangements 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
- Treat all with equal respect, regardless of their background
- Pursue protections of the rights of all groups, including women and minorities
- Prohibit the use of child labor, forced labor and human trafficking; and
- Be transparent in our efforts, successes and challenges

Compliance with this Human Rights policy is effectuated primarily through the Company's:

- Code of Ethical Business Conduct, which:
 - Establishes core human rights values and practices applicable to employees, customers and business practices;
 - Provides anonymous channels for reporting violations of these values;
- Purchasing policies, which ensure the Company purchases in accordance with US laws and prohibits purchasing from companies that are known violators of human rights;
- Adherence to state laws designed to protect customer rights regarding utility services provided by the company; and
- Complying with environmental laws and regulations applicable to the company's operations and which are designed to protect persons and the environment

Approved by the Essential Utilities Board of Directors 2/24/21