WEC Energy Group Supplier Code of Conduct

WEC Energy Group is committed to safety, integrity, reliability, inclusion, diversity, customer focus, sense of urgency, financial discipline and personal responsibility for results.

We strive to develop relationships with high-quality suppliers that can commit to improve performance and deliver added value. We expect our suppliers to conduct business ethically and in compliance with all Laws. We will only conduct business with qualified suppliers that share these principles.

This Supplier Code of Conduct outlines the minimum expectations of suppliers when working on our behalf. We expect our suppliers to follow this Code of Conduct and the more specified requirements outlined in our contract terms and conditions.

By working together and by sharing the principles outlined in this Supplier Code of Conduct and our contract terms and conditions, we can ensure a safe, positive work environment for our respective employees, each other, our customers and the general public.

Molly Mulroy
Executive Vice President and Chief Administrative Officer

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We expect you, as our business partner and supplier, to commit to conducting all business on our behalf in a manner consistent with the values and clear expectations stated in the WEC Energy Group Code of Business Conduct. In support of this, you must abide by the following principles, as further defined in our contract terms and conditions.

- **Safety** — Suppliers must promote a safe work environment at all times. This includes watching for, taking immediate action to address and reporting unsafe conditions; ensuring contract workers are trained and knowledgeable on safety guidelines and procedures; and ensuring contract workers are free from the effects of alcohol and other drugs.

- **Ethics and compliance** — Suppliers must abide by all aspects of Laws, as defined in our contract terms and conditions, including the *spirit* of such Laws. This requirement includes all applicable employment laws and regulations regarding forced or compulsory labor, child labor, working hours, payment of wages, and the protection of freedom of association. Suppliers must report known or suspected violations of Laws and other unethical behaviors as they relate to work associated with our company to the appropriate company contact.

- **Workplace conduct** — Suppliers must ensure a work environment free from harassing, intimidating, threatening and discriminatory behaviors, and refrain from conduct that is or could appear to be a conflict of interest, thus jeopardizing the integrity of our company.

- **Protection and use of assets** — Suppliers must ensure protection of confidential and proprietary WEC Energy Group information, ensure disclosure of such information is only on a need-to-know basis and when properly authorized or legally required, and ensure any use of WEC Energy Group tangible and intangible assets is done so in the manner in which the asset was designed and intended.

- **Financial discipline** — Suppliers must ensure accurate, timely, complete and understandable financial and operating records that apply to work performed for our company. Such records must be in compliance with applicable accounting and securities principles, laws, rules, and regulations.

- **Fair competition and fair dealing** — Suppliers must refrain from behaviors that could, for example, restrain competition, result in the exchange of competitive information, fix prices, rig bids or allocate markets.

- **Supplier diversity** — WEC Energy Group is committed to building meaningful business opportunities for certified minority-, women-, service-disabled-, veteran-owned and small businesses. Suppliers are expected to support the WEC Energy Group supplier diversity program. Refer to our Supplier Diversity Program on our company's web page.