

Human Rights Policy

Evergy, Inc. and Subsidiaries

Board Approval Date: 12/13/2023

Last Revised Date: 12/13/2023

Overview

Evergy, Inc. (the “Company”) is committed to respecting and protecting human rights in the course of its business. In keeping with this commitment, the Company supports international human rights principles such as those identified in the United Nations Universal Declaration of Human Rights.

Purpose

This policy focuses on how the Company demonstrates its respect for human rights in the way it conducts business.

Scope

This policy applies to all employees, contractors, and suppliers.

Main Policy Body/Specific Guidance

Workforce

The Company values its workforce and acknowledges that it is important to:

- Uphold human and workplace rights in its operations
- Treat employees and contractors fairly and without discrimination including protection of minority and women’s rights
- Provide safe and healthy working conditions for all employees and contractors
- Provide working conditions free from threats, violence, intimidation, discrimination, and harassment
- Provide work hours, wages, and benefits in compliance with applicable laws and regulations and commit to fair wages
- Engage and collaborate with the workforce respectfully
- Respect relevant laws and regulations with regard to employment practices including freedom of association and collective bargaining
- Prohibit the use of forced labor, child labor, and any form of human trafficking
- Promote a diverse, equitable and inclusive culture
- Model a speak up culture including no retaliation for reporting concerns as detailed in the Code of Ethics

Training

The Company conducts annual Code of Ethics training for all employees to ensure understanding of the expectations including this policy.

Supplier and Partners

The Company expects that its third-party suppliers will observe the values set in Evergy's Supplier Code of Conduct.

Failure to Comply

Failure to comply with Company policies and procedures, including failure to report the noncompliance of others where required, may subject an individual employee to disciplinary action, including termination.

Definitions

N/A

Administration of the Policy

This Policy shall be administered by the Company's Human Resources Operations group on behalf of the Nominating, Governance, and Sustainability Committee (the "Committee") of the Company's Board of Directors. Except to the extent otherwise provided by the Committee, all determinations and interpretations by the Chief Human Resources Officer or such person as the Chief Human Resources Officer may designate shall be final and not subject to further review.

Further Information

For further information, contact Human Resources Operations.