



Human Rights Policy

Supersedes: All Previous Policies

Current Effective Date: October 11, 2019

Department: Legal

Lines of Business: All

Approval: Signature on File

SJI is committed to providing safe, reliable, affordable energy, ensuring the safety of our employees, customers and the communities we service, while also delivering value to our shareholders and being stewards of the environment. We are unwavering in this commitment, which includes conducting our business in a socially and environmentally responsible manner, with respect for all human rights. We support the principles contained in the United Nations Declaration of Human Rights as well as the United Nations Guiding Principles on Business and Human Rights.

Our Human Rights Policy generates awareness of human rights issues across the organization and prepares our employees to identify and mitigate these issues. The policy applies to all employees and business operations and focuses on employees, workplace safety, community and suppliers.

Other corporate policies, that reinforce our commitment to Human Rights are the SJI Code of Conduct/Ethics and the Anti -Harassment Policies.

Governance

SJI has formally established an Environmental, Social and Governance Committee, with cross-functional membership, to assist the company's board and executive team with the management and oversight of SJI's commitment to safety, environmental, health, human rights, and community support strategies.

Employees

Our employees are compensated competitively according to industry and market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.



Diversity

SJI works to ensure that all levels of the workforce reflect the composition of the region we serve. Our commitment to inclusion is demonstrated through welcoming and supporting employees from all backgrounds so they can achieve their full potential. We strongly believe that differences of culture, circumstances and view play a key role in broadening our ability to grow our company and that a diverse workplace maximizes employee performance and creates value for our customers and our shareholders.

Diversity is the collective strength of experiences, skills, talents, perspectives, and cultures that each employee brings to SJI. It's how we create a dynamic business environment to serve our customers.

Inclusion is about respecting and valuing the intellectual capital and innovative ideas each employee adds to furthering the organizations strategic and operational goals. SJI recognizes that employees are at their creative and productive best when they work in an inclusive work environment.

Workplace Safety, Discrimination and Harassment

We are committed to maintaining a safe workplace, free from violence, discrimination, harassment, intimidation and other unsafe conditions from internal or external causes. SJI does not tolerate behavior, including, but not limited to, actions, words, jokes, or comments based on a person's sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity, gender expression, or any other personal belief, status, characteristic, category, trait, attribute, or for any other reason. This conduct is prohibited, whether it is directed at employees, contractors, customers, or members of the public in connection with the performance of Company services. Also, physical and cyber security measures are in place to protect employees, with respect to privacy and dignity.

SJI also prohibits all forced labor and any form of human trafficking. Additionally, we prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Community

We exemplify respect of human rights in the communities where we work and operate through investments to spur economic development and support health and wellness. Additionally, we engage in communication with community leaders, government officials and other stakeholders to address and remediate potential issues. We believe SJI's main responsibility is staying true to our core values and living up to our commitment to conduct business with integrity, innovation, performance and respect. These principles are the basis of our workplace and community initiatives and our belief in human rights for all.



Suppliers

As documented in the SJI Supplier Code of Conduct, our suppliers should treat their employees and contribute to their communities in a way that supports and respects human rights. The suppliers we engage at SJI should understand and act in a way that supports this policy. Suppliers shall not engage in any form of human trafficking and slavery and ensure that there is no slavery or human trafficking in its supply chains. Drawing on works by the United Nations and the International Labor Organization, we expect all suppliers to respect the human rights of their employees and provide them equal opportunity. This entails fostering an inclusive environment that condemns any type of discrimination, child and forced labor. SJI will monitor Suppliers' compliance with the Supplier Code of Conduct Policy and require its Suppliers to certify to their compliance with the Policy. Any violations of the policy may result in SJI discontinuing its relationship with the supplier.

Training

Each employee has the responsibility to become familiar with the SJI Code of Ethics and Human Rights policies and must annually attest to the receipt and review of both policies.

Reporting Procedures

Any employee who would like to confidentially report a potential violation of this policy, should raise questions and/or concerns through the EthicsPoint website or hotline. To make a report, log on to www.SJI.ethicspoint.com or call 1-844-965-3527. Your anonymous report will be forwarded for review and investigation. Any person who raises a good faith concern about a possible violation or who participates in an investigation regarding a violation of this policy should do so without fear of discharge, demotion, suspension, threats, harassment, or any other employment discrimination. SJI will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.