



Supplier Code of Conduct

I. Scope.

This Supplier Code of Conduct outlines the ethical, legal, and operational standards that Suppliers are expected to uphold while conducting business with South Jersey Industries, Inc. and its subsidiaries ("SJI"). The Supplier Code of Conduct encompasses a wide range of principles, including but not limited to, applicability, ethical business conduct, legal compliance, and social responsibility.

II. Policy Purpose.

This Supplier Code of Conduct pertains to all suppliers, vendors, contractors, service providers, and consultants (referred to as "Suppliers" collectively) engaged in business transactions with SJI and its subsidiaries. SJI is committed to upholding ethical standards and conducting business with integrity, and we expect our Suppliers to share in this commitment.

III. Policy.

A. Applicability

Suppliers are responsible for adhering to the standards outlined in this Supplier Code of Conduct, in addition to all applicable laws and regulations. Suppliers are encouraged to share this Supplier Code of Conduct with all individuals working on behalf of SJI and ensure that work performed for SJI is carried out by individuals possessing the necessary skills and training to complete the tasks safely. Non-compliance with the expectations stated in this Supplier Code of Conduct may lead to contract termination.

B. Ethical Business Conduct

In general, Suppliers are expected to:

1. Collaborate with the SJI Procurement department ("Procurement") for all pricing and contract negotiations. All supplier agreements must be reviewed and approved by Procurement. Suppliers that commence work without having the proper commitment and authorization from Procurement may be banned from doing business with SJI and/or their goods and services will be paid automatically using NET120 or greater payment terms. Suppliers are required

to inform Procurement immediately when a request is made for any goods and services by providing pricing or any proposed agreement.

2. Abide by intellectual property guidelines, refraining from using SJI's name, logo, or trademark without prior written consent.
3. Implement business continuity plans to minimize disruptions during disasters. Certain Suppliers who perform essential functions for the business may be asked to provide copies of their plans to SJI.
4. Compete fairly in line with SJI's policy of utilizing competitive bidding practices for procurement of goods and services.
5. Engage in ethical business practices with no requirement for Suppliers to purchase SJI products or services.
6. Act in compliance with SJI's Responsible Contractor Policy.

C. Legal Compliance

Suppliers must adhere to all applicable laws and regulations, acting ethically in every situation. Suppliers are expected to comply with safety, labor, environmental, export compliance, security, privacy, intellectual property, and anti-trust laws and regulations. Specific obligations include:

1. Complying with state, federal, and international anti-corruption laws and regulations when interacting with government entities or officials on SJI's behalf. SJI is committed to conducting its business legally and ethically and free from corruption. "Corruption" generally refers to obtaining or attempting to obtain a personal benefit or business advantage through improper means.
2. Prohibitions against agreements with competitors that fix prices, margins, or market divisions.
3. Suppliers are required to disclose any situation that may appear to be a conflict of interest prior to entering into any business transaction. A conflict of interest arises when a person or organization's personnel or financial interests could potentially interfere with their ability to act in the best interests of the organization with whom they are dealing. Suppliers are required to make these disclosures before any formal business transactions take place. This is essential to ensure that the Supplier and SJI are aware of any potential conflicts of interest and can assess whether these conflicts might impact the fairness and integrity of their business relationship.

4. Suppliers are prohibited from giving gifts such as cash or gift cards to SJI employees or their family members. SJI makes business decisions solely on the basis of quality, service, price, and similar competitive factors. We do not accept gifts, other than those of a nominal value. Meals and other social events, the main purpose of which is to establish and maintain necessary business relationships, are considered legitimate business expenses. We may accept business meals and entertainment as long as the business purpose is valid. We decline any offers of lavish business meals or entertainment, or any offers that could be interpreted or appear as having been offered with the intent of influencing our business judgment.
5. Suppliers may be granted access to non-public information in connection with the performance of their work. Suppliers must ensure the safeguarding of any non-public information obtained through the relationship with SJI and prohibit misusing SJI's trade secrets, proprietary, or confidential information.
6. SJI requires internal controls over operational and accounting records to be adhered to and all transactions, including invoices, billings, and other supporting records, are in compliance with all accounting standards, applicable laws, and regulations. SJI expects that Suppliers never misstate facts or material information related to business performed for, or on behalf of, SJI.

D. Social Responsibility

SJI assesses Suppliers based on their ability to meet our needs efficiently and responsibly. Suppliers are expected to fulfill their environmental, social, and ethical responsibilities:

1. Suppliers should understand the environmental issues associated with the production of the goods and services they provide and establish environmentally sustainable business practices that consider environmental impact, including greenhouse gas reductions, waste reduction, energy and water use minimization, recycling, hazardous material handling, and environmental incident reduction.
2. Ensure human rights and labor standards are respected, including no involvement in human trafficking or slavery. Drawing on works by the United Nations and the International Labor Organization, SJI expects 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.

3. Suppliers must remain cognizant of the impact their operations may have on the health and safety of their employees, contractors, suppliers, customers, and visitors. Suppliers are expected to prioritize occupational health and safety, reporting unsafe practices and incidents.
4. SJl's policy is to provide all Suppliers equal access to purchasing opportunities and values diversity in the workplace. SJl expects Suppliers to promote supplier diversity and equal opportunity in their own supply chains, without discrimination.

IV. Enforcement and Consequences.

All Suppliers are responsible for following this policy. Violation of this policy will lead to action which could include contract termination.

V. Contact Information.

If you have a question about this Policy, talk to your contact at the Company. If your point of contact at the Company is unsure or has additional questions, they can call the Procurement Department or the Compliance Department.

VI. Signature, Title and Date of Approval

DocuSigned by:
 Dominick DiRocco 4/2024
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Dominick DiRocco
VP General Counsel & Corporate Compliance