

ALLETE's Human Rights Policy

At ALLETE we are committed to upholding the human rights of others. We respect and value individuals and their differences, and we embrace diversity, equity, and inclusion in the workplace. We are committed to equal opportunity, and are intolerant of discrimination, harassment, violence, bullying, retaliation, or intimidation.

Our policies and procedures, Code of Business Conduct, general business practices, and compliance with applicable laws demonstrate our respect for the human rights of all those with whom we interact on behalf of the Company.

We endeavor to respect the human rights of all those who support our business. Our core values reflect this commitment, but more importantly, we demonstrate it through our actions.

Our Commitment

At ALLETE, we commit to:

- Conduct our business in a manner that respects the human rights of all, and in support of the international human rights principles, such as those identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.
- Support individuals' rights to safe and healthy working conditions. We foster a safe and healthy work environment so that we may all remain unhurt at the end of the day.
- Cultivate a work environment that requires honesty and the highest ethical standards.
- Respect all applicable labor and employment laws and rules, including those that prohibit child labor or human trafficking and those that govern hours of work and wages.
- Not participate in the exploitation of workers or use forced or involuntary labor, including human trafficking and child labor.
- Encourage diversity of thought to foster a culture of mutual respect, trust, and collaboration.
- Make workplace decisions and actions, including those related to fair wages and benefits, without regard to a person's protected class.
- Support and encourage employee growth and development.

- Provide our workers a living wage for their work and ensure that wages comply with local laws regarding minimum wage, wage payment, overtime, and work hours. We provide a competitive wage to our employees, relative to industry standards and labor market drivers, and in accordance with the terms of negotiated collective bargaining agreements.
- Respect freedom of association and the right to collectively bargain.
- Encourage and support community engagement.
- Communicate our human rights expectations and take corrective measure if we believe that supplier products and services are directly related to human rights violations.
- Support non-profits that serve our communities through donations, foundation grants, scholarship programs, volunteer time off programs, and employee contributions of time, talents, and financial resources.
- Partner with non-profit organizations to close opportunity and achievement gaps to help individuals and communities grow and thrive.
- Assist the economic development in our region by capitalizing on resources, connections and experience for expansion and relocation projects in our service areas.

This policy applies to all employees, officers and directors of ALLETE and its subsidiaries and business divisions. It also applies to representatives, agents and contractors doing business on our behalf. We encourage our suppliers, vendors, and others with whom we do business to respect this policy.