

Investment and procurement practices

Supplier agreements. As an equal opportunity employer, Wisconsin Energy Corporation (WEC) and its suppliers comply with all federal, state and local employment laws, rules and regulations.

The company's supply chain has implemented steps to ensure We Energies does business with qualified suppliers who share the following company philosophies:

Compliance certificate. Suppliers and contractors hired by the company must sign a nondiscrimination compliance certificate.

Direct hiring sharing philosophy. We Energies expects its suppliers to share its belief in the hiring of minorities and female employees.

Environmental management requirements. We Energies requires its suppliers to meet specific baseline environmental performance requirements and to seek continual improvement in a manner that decreases potential impact to the environment and business risk to both We Energies and its suppliers

Safety. We Energies requires suppliers to fully understand its safety requirements and procedures, and to use all necessary devices, safeguards and practices in the performance of work to properly protect the safety and health of its own employees, employees of the company and of other contractors and members of the public who may have exposure to the work.

Fitness for duty. We Energies requires suppliers to adhere to the company fitness for duty policies, and to participate in a fitness for duty program as applicable.

Information security. During each step of the sourcing process, bid information and communication with suppliers is held secure through internal policies as well as the configuration of e-sourcing tools. Use of e-sourcing tools ensures that data is held secure and only accessed by authorized users. Access to all sourcing information is limited on a need-to-know basis.

Procurement policies. Procurement policies ensure an ethical approach to the sourcing process and selection of suppliers. These policies ensure that all departments work with the supply chain to fairly bid work. The supply chain ensures that the bid list is fair, inclusive of Minority and Women's Business Enterprise suppliers, and the bid process rules are followed so that no one bidder is perceived as having an inside track or special treatment. Policies also ensure that appropriate contracting is undertaken so that terms and conditions that protect We Energies are included and adhered to. This mitigates risk of litigation, which ultimately protects the customers.

Supplier diversity. The supply chain supports supplier diversity through active development of suppliers, including training on bidding process and technologies, and facilitating meetings between end user and diverse suppliers.

Supplier awards. Through its annual Star Awards, the supply chain organization recognizes suppliers that contribute to improve customer satisfaction, reduce costs, enhance safety, improve processes through innovation, and promote supplier and workforce diversity.

Supplier risk assessment: Where applicable, the supply chain assesses suppliers based on environmental, safety, financial, ethical and legal factors prior to and during their contractual relationship.

Human rights training

We Energies educates all new employees on its Code of Business Conduct policies, which cover relevant aspects of human rights issues. Additionally, all employees are trained on ethical standards, including anti-harassment and diversity.

Nondiscrimination

WEC is committed to providing a work environment that respects the dignity of each employee within its diverse workforce. Discrimination is not tolerated, and complaints are taken seriously and investigated thoroughly.

Federal and state laws

WEC is subject to federal and state laws, which include:

- Freedom of association and U.C. collective bargaining.
- Child labor laws.
- Forced and compulsory labor.

None of the company's operations are in a position that would interfere with employees' freedom of association and collective bargaining, child labor laws, forced and compulsory labor or interfere with the rights of indigenous people.

- WEC is not a global enterprise.
- All employees are U.S. citizens or have a valid U.S. visa.
- Local presence is 100 percent.
- All senior management level employees are company officers.