

Our Statement of Human Rights Policies

At IDACORP, we are guided by our mission. We are passionate about powering lives with reliable, affordable, clean energy, while developing innovative solutions every day. Serving those who depend on us is at the center of everything we do. We all prosper by committing to prioritizing the needs, safety, and success of our customers, communities, employees, and owners.

Our dedication to a work environment where all employees feel valued and respected is outlined in *Our Commitment to Each Other*, “We are committed to an inclusive environment where we are all valued, respected, and given equal consideration for our contributions. We believe that to be successful as a company we must be able to innovate and adapt, which only happens when we seek out and value diverse backgrounds, opinions, and perspectives. Our collaborative environment thrives when we are engaged, feel we belong, and are empowered to do our best work. We are a stronger company when we stand together and embrace our differences.”

Our commitment to preserving and respecting the rights of all people is governed by our state, local and federal laws and regulations in the United States, and also meets the human rights principles in the United Nations Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. We recognize the human rights of all individuals, as reflected in the nondiscrimination and anti-harassment policies and procedures and core values described below and provide biennial training to all of our employees on these human rights principles. Our Board of Directors has responsibility for monitoring our practices covered by our Statement of Human Rights Policies.

We recognize all hazards present in the work our employees perform and firmly believe they have a right to a safe and healthy working environment. Over 100 years ago, we adopted a safety program that has evolved to our current comprehensive worker safety programs designed to create a safe and healthy working environment and mitigate against safety hazards. We also established employee safety as a core company value to ensure our commitment remains top of mind for our employees and stakeholders.

We are committed to stakeholder engagement and collaboration to uphold our core values, as outlined in our Code of Business Conduct and our Statement of Human Rights Policies. For our employee stakeholders, we provide training to foster connections between employees and promote inclusion by embracing individual narratives and gaining a deeper understanding of one another. All employees, leaders, and our Board of Directors participate in this training. Employee stakeholders and our Board of Directors are also involved in the development, implementation, and oversight of our human rights policies, and they regularly evaluate the effective outcomes of our policies’ implementation. Our commitment to safety includes direct employee engagement through placement of safety professionals throughout our service territory to guide our safety culture. Executives and employees are also involved in forming our safety culture through our Executive Safety Council, Corporate Safety Steering Committee, and Operations Safety Committee. For our customer stakeholders, we recognize that access to reliable, affordable, and clean power is critical. We engage with customers and receive their input in many areas including

safety, energy efficiency, environmental, recreation, and resource planning. For our shareholder stakeholders, we conduct annual shareholder outreach for input on a variety of issues.

IDACORP's *Code of Business Conduct*, Idaho Power's *Supplier Code of Conduct*, *Employee Standards Manual*, other company policies and business procedures embody our commitment to human rights principles, including the following examples:

- We uphold our core values of safety first, integrity always, and respect for all in our relationships with one another as employees, along with our customers, vendors, shareholders, and communities in which we work and do business.
- We provide the tools, training, and other resources to ensure a safe and secure work environment where our employees return home to their families in the same condition they left.
- We operate our business with high ethical standards of conduct and in compliance with all federal, state, and local laws and regulations, including, but not limited to, those governing wages and hours, recruitment, child labor, and employment.
- We foster a positive culture and workplace where it is expected that all employees are treated with dignity and respect.
- We provide equal employment opportunity and do not discriminate based on any status protected by applicable federal and state laws.
- We provide reasonable accommodations for those with disabilities and reasonably accommodate sincerely-held religious beliefs and practices.
- We offer numerous options for employees and external stakeholders to confidentially make good faith reports of actual or suspected violations of law or company policy, including our Code of Business Conduct. Retaliation for such a report by employees is strictly prohibited.
- We encourage employees to utilize their benefits as part of the company's Total Rewards program, including time off and medical and mental health benefits.
- We pay employees fair wages and comply with applicable employment, labor, and compensation laws, and we provide post-retirement benefits as a component of our Total Rewards program.
- We support our communities by uplifting overlooked and underserved populations through financial contributions and volunteer efforts.
- We focus on growing our connection to small and diverse businesses through our participation in the federal Small Business program.
- We require our business partners, including suppliers and vendors, to share our same commitment to conducting business ethically, honestly, and respectfully.

Prohibited Conduct

We will not tolerate any behavior contrary to our commitment to human rights, applicable laws, or company policies, rules, and practices. We prohibit the use of child labor, forced or compulsory labor and any form of human trafficking or slavery, or working hours that exceed the maximum set by local law. The provisions of the Code of Business Conduct regarding reporting of potential violations of these principles, and the procedure for review of any such report, apply here equally. Any vendor who is alleged to have engaged in any conduct contrary to these principles will be referred to the company's Supply Chain and Legal departments.

Reporting and Non-Retaliation

Our employees, customers and stakeholders should feel free to openly express concerns of ethical or compliance violations without fear of reprisal or retaliation. No person will be subject to, and the company prohibits, any form of discipline or retaliation for reporting perceived violations in good faith to the company or a government agency, pursuing any such claim, or cooperating in any way in the investigation of such claims.

Any employee who discourages individuals from seeking help or reporting concerns is a violation of company policy and is grounds for discipline, including termination of employment.

If you have a concern or become aware of behavior that may not uphold or represent our human rights' commitments, concerns may be reported to the Business Conduct Hotline (1-877-606-9186) or [website](#).

Additional Resources

- IDACORP's [Code of Business Conduct](#)
- Idaho Power's [Supplier Code of Conduct](#)
- IDACORP's [Governance webpage](#)
- IDACORP's [ESG webpage](#)