



Ameren Human Rights Policy Statement

Purpose

At Ameren, we are guided by our vision, "Leading the Way to a Sustainable Energy Future," and our mission, "To Power the Quality of Life," for our customers and communities. To carry out its mission and vision, Ameren has established core values of Safety and Security, Integrity, Respect, Diversity, Equity, and Inclusion, Accountability, Stewardship, Teamwork, and Commitment to Excellence. In keeping with these core values, Ameren supports 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.

This Human Rights Policy Statement focuses on how Ameren demonstrates its respect for human rights in the way it conducts its business. Ameren's CEO and Chairman of the Board of Directors, Warner Baxter, leads the company's focus on human rights.

Workforce

This Human Rights Statement is communicated to Ameren's workforce, in addition to being published publicly on its website. Ameren values its workforce and acknowledges that it is important to:

- Uphold human and workplace rights in our operations
- Treat employees and contractors fairly and without discrimination
- Provide safe and healthy working conditions for all employees and contractors
- Provide working conditions free from violence, intimidation and harassment
- Provide work hours, wages and benefits in compliance with applicable laws and regulations
- Engage and collaborate with the workforce respectfully
- Respect relevant laws and regulations with regard to employment practices including freedom of association and collective bargaining
- Prohibit the use of forced labor, child labor, and any form of human trafficking

Communities and Stakeholders

Ameren respects the rights of people in the communities it serves and seeks to operate its businesses in ways that protect the environment and mitigate adverse impacts from operations.

Stakeholders often have divergent views on how Ameren should meet customer demand for safe, reliable, affordable and increasingly clean energy. The company respects these views and seeks to get better outcomes through collaboration and engagement.

Suppliers and Partners

Ameren expects that its third party suppliers will observe values consistent with ours.

Reporting

Employees, suppliers, customers and other stakeholders can report a human rights concern through the following means:

- By emailing CECO@ameren.com.
- By mailing a letter to the Chief Ethics and Compliance Officer, 1901 Chouteau MC 311, St. Louis, MO 63103
- Online at Ameren0.com
- Through Ameren's helpline at 1-877-Ameren0 or 1-877-263-7360

The Ameren0.com and 1-877-Ameren0 are dedicated services maintained by a third-party vendor and are available 24 hours a day, seven days a week. Persons who contact Ameren in this way will be assigned a unique report and personal identification number (PIN) that they may use to check on the status of their report and inquiries.

Additional Resources

For questions regarding this Human Rights Policy Statement, please contact CECO@ameren.com.

[Principles of Business Conduct](#)

[Diversity, Equity, and Inclusion](#)

[Environmental Policies](#)

[Corporate Social Responsibility](#)

[Supplier Policies & Risk Compliance](#)