



Supplier Code of Conduct

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. In keeping with the vision and mission Ameren expects that all Suppliers, their subcontractors and personnel performing work for Ameren Corporation or any of its subsidiaries conduct themselves in a manner consistent with our values and mission when performing work which brings them in contact with Ameren customers, employees and the general public.

A Supplier is any contractor, agent, consultant, or third-party provider utilized by Ameren in the provision of deliverables or services.

The Supplier Code of Conduct is guidance for all Suppliers to conduct business with values consistent with Ameren.

Labor Issues and Human Rights

Ameren has developed and communicated to its workforce a Human Rights Policy Statement which is published publicly at [\(Human Rights Policy Statement\)](#).

Ameren expects that all Suppliers will comply with this policy statement.

Health and Safety

Ameren never compromises on safety. Our commitment to protecting our co-workers, Suppliers, the public and the environment is a corporate value. We take steps with our equipment, facilities and communication processes to protect the public and our co-workers. We take seriously our responsibility to conduct business in a manner that protects the safety, health and security of our co-workers, Suppliers, and the people of the communities we serve. Every co-worker and Supplier is expected to challenge any unsafe act and complete each workday safely. We believe all tasks can be performed safely. Unsafe acts need not be committed, and they must not be accepted. Safety is everyone's responsibility. The following principles are intended to reflect this commitment:

- Suppliers must comply with all applicable health and safety laws, rules and regulations, as well as Ameren's health and safety policies at all times.
- Suppliers must work in a manner to prevent personal injuries to their employees and others, and hold others accountable for doing the same.
- Suppliers of Ameren should not be discouraged from reporting any work-related injuries or illnesses. Every Supplier of Ameren is expected to report work-related injuries and illnesses.

- Suppliers must contribute to creating and maintaining a safe working environment consistent with Ameren's commitment to never compromising on safety.

Inappropriate Conduct

Ameren will not accept, condone or tolerate inappropriate actions or behavior by any Supplier or its employees towards its customers, the public, Ameren employees, and other Ameren affiliated suppliers including, but not limited to, the following:

- The use of alcohol and/or illegal drugs
- Workplace violence and/or the carrying of any unauthorized weapons
- Workplace harassment of any type, i.e. physical or verbal
- Other inappropriate or offensive behavior or actions, both implied and explicit
- Any material violation of the Supplier's policies related to customer issues or complaints

Additional Resources:

[Code of Ethics](#)

[Environmental Policies](#)

[Corporate Social Responsibility](#)