

OGE Energy Corp. Human Rights Policy

OGE Energy Corp. and its subsidiary, Oklahoma Gas and Electric Company (OG&E) energize life, providing life-sustaining and life enhancing products and services, while honoring our commitment to strengthen our communities. In conducting our business, OGE strives to do so in a manner consistent with our values and beliefs and seeks to energize life by being committed to the protection and advancement of human rights of all people, including our employees, customers, suppliers, members of the communities we serve, and other stakeholders.

Purpose

OGE Energy Corp. is committed to the protection and advancement of human rights. The OGE Human Rights Policy is based upon our commitment to the OGE core values of Individual Safety and Well-being, Respect and Integrity. These core values of Safety, Respect and Integrity along with the OGE beliefs of Achieving Together and Valuing Diversity and Inclusion are embodied in the OGE Code of Ethics under which we conduct our business with our employees, customers, regulators, the public and our suppliers. ([OGE Code of Ethics](#)) Compliance with this policy and applicable laws applies to all operations and is the responsibility of each employee and contractor acting on behalf of the Company and a requirement of their employment or contract, regardless of geographic location.

This policy operates in conjunction with other Company policies and procedures, including our Code of Ethics and the Company's stewardship, compliance, supplier, safety and environmental programs. It is also guided by the provisions of the [United Nations Universal Declaration of Human Rights](#) and the [United Nations Guiding Principles on Business and Human Rights](#).

Principles

- The Company conducts its business in a manner that respects the rights and dignity of each person while also complying with applicable laws and regulations that address human rights issues.
- The Company is committed to providing a safe working environment and to following workplace safety and health laws and statutes. A safe working environment includes, but is not limited to, working conditions free from recognized health and safety hazards, illegal drug use, violence, intimidation and harassment. ([OGE Code of Ethics](#)) We believe that all incidents and injuries are preventable. We believe that each employee is accountable to protect themselves and others from injury by constant engagement, always living safely to reach our goal of an incident and injury free culture and workplace. ([OGE Code of Ethics](#))
- The Company does not use child or forced labor in any of our operations or facilities. We comply with all applicable laws establishing a minimum age for employment.
- The Company abides by all applicable workforce laws and regulations including those regarding work hours, pay practices and the classification for employment according to job status.
- The Company adheres to our core value of respect and is committed to fair and non-discriminatory treatment in all aspects of conducting business and supports the protection of minority rights and women's rights.
- The Company is committed to training employees on human rights and associated issues as part of our annual and initial employee training and acknowledgements. The OGE Code of Ethics provides

various reporting mechanisms for employees to report suspected violations including the Company's commitment of no retaliation for reporting their concerns. ([OGE Code of Ethics](#))

- The Company expects its contractors, suppliers and vendors to adhere to the Supplier Code of Conduct, our Code of Ethics, this Human Rights policy and Equal Opportunity Standards. As a condition of doing business with OGE, all contractors, suppliers and vendors will comply with all applicable federal regulations and state laws pertaining to nondiscrimination and affirmative action. While doing business with the Company, contractors, suppliers and vendors can report any concerns or potential violations to the mPOWERLINE at 1-877-TELLOGE (835-5643), online at www.ethicspoint.com or email to Supplier@oge.com

OGE will review and update this policy as necessary to reflect our commitment to human rights and our ongoing efforts to responsibly and ethically serve the interests of our customers, employees, shareholders and communities.

Additional Resources

[OGE Code of Ethics](#)

[OGE Values & Beliefs](#)