



BLACK HILLS CORPORATION POLICY

Affected Business Unit(s):	Originating Department(s):	Human Resources
ALL	Effective Date:	7-30-2021
Policy No.: CORP – HR - 27	Revision Date:	

HUMAN RIGHTS AND LABOR POLICY

1. PURPOSE

The purpose of this policy is to formally recognize Black Hills Energy's commitment to ensuring that basic human rights are preserved and protected under our business practices. At Black Hills Energy, our mission of improving life with energy is embodied by our corporate values of agility, communication, creating value, customer service, integrity, leadership, partnership, respect, and safety. We keep people at the center of our decision making and recognize our opportunity to positively impact the lives of others and the communities we serve. We believe diversity of thought is critical to our success and fosters an environment that respects all people without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, creed, disability, age, veteran status, or any other protected class. We are committed to a work environment that is free from all harassment and a culture where everyone belongs.

2. POLICY STATEMENT

We respect all applicable labor and employment laws and rules, including those that prohibit child labor or human trafficking and those that govern hours of work and wages. We pay employees at least the minimum wage and overtime rates required by law and any governing collective bargaining agreements.

A portion of our workforce is unionized. We respect our employees' right to join, form or not join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by legally recognized unions, we have constructive dialogues with their chosen representatives and bargain in good faith.

Our corporate compliance and ethics programs provide the foundation for our business conduct. We hold ourselves accountable for complying with all company policies, state and federal laws, the principles outlined in the United

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Nations Universal Declaration of Human Rights, and the rules and regulations that govern our industry. To facilitate compliance, employees at all levels of our company are expected to complete annual training on, and adhere to, our Code of Business Conduct. Employees or non-employees can call 888-418-1644 to report a violation of laws or regulations related to our business. Reports are confidential and may be submitted anonymously.

We strive to provide a workplace environment where employees feel comfortable asking questions or voicing concerns without fear of retaliation. To support this culture, we provide a dedicated and confidential Ethics Helpline that is available 24 hours a day, seven days a week. This service is available to all employees, as well as to anyone outside the company, to report actual or suspected ethical or illegal misconduct. The Ethics Helpline is managed by an independent, third-party operator and all reports are promptly investigated.

Contract workers and vendors are expected to complete training on, and adhere to, our Supplier Code of Conduct. They are expected to observe and comply with all federal, state, and local laws, rules, regulations, policies, and orders, including but not limited to those that apply to safety and the environment. We have supplier diversity and reporting requirements. Our contract workers and vendors agree as a condition to working with us to take affirmative action to employ and advance individuals without regard to race color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. We expect our third-party suppliers to observe values consistent with those expressed in this policy.

Questions regarding our company policies, our Code of Business Conduct, or any other matter pertaining to our treatment of Human Rights can be directed to investorrelations@blackhillscorp.com.

3. RELATED DOCUMENTS

Code of Business Conduct Policy

Affirmative Action and Equal Employment Opportunity Policy

Harassment and Retaliation Prevention Policy

Workplace Violence Prevention Policy

BHC General Safety Rules

4. REVISION HISTORY

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Revision #	Revision Date	Description	Revised By
	7/30/2021	New Policy	K. Fleming, F. Coulter, T. Shafer, A. Koenig
(List every instance of the document being changed or reissued).			

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