

## **Horizon Holdings Inc. – Sustainability Policy**

Doing business sustainably is essential to Horizon’s success as a provider of electricity and innovative energy solutions to the communities we serve. We are committed to delivering value to our shareholders by providing our customers with safe, reliable, and efficient electricity and innovative energy solutions. This policy sets forth Horizon’s commitment to protecting the health, safety, environment and well-being of our employees and contractors, the customers of our products and services, and the communities in which we operate.

### **Safety**

The safety of our employees, contractors, customers, and the public is paramount. We will continually strive to meet and exceed all legal safety requirements. We will not undertake any activity without proper safety procedures, equipment and training being in place.

### **Environmental Responsibility**

We will work to minimize our impact on the environment and seek to continually improve our environmental performance. We will work to reduce waste, emissions of greenhouse gases and other air pollutants, and undertake to manage hazardous materials in a manner which meets or exceeds all government requirements. We will work with stakeholders to resolve land use conflicts in ways which protect the environment.

### **Economic Performance**

Our success depends on the success of our customers and communities. We will return dividends to our shareholders that are consistent with ensuring sufficient investment for the provision of ongoing innovative and cost-effective energy products and services at competitive rates to our customers in the communities we serve.

### **Doing Business Ethically**

We will meet or exceed all applicable laws and regulations relevant to our areas of business activity in the jurisdictions in which we operate. We will continue to implement and maintain ethical business practices and sound systems of corporate governance. We will not tolerate harassment or discrimination in any of our relationships, whether with employees, contractors, customers, or other stakeholders.

### **Our Employees**

Our employees are Horizon’s ambassadors to our customers and the communities we serve. We will provide employees with development opportunities in a safe, healthy and satisfying working environment. We will encourage the participation of employees in the continual improvement of our health, safety, environmental and social performance, and in the development of new and innovative energy products and services to our customers.

### **Manage Risk**

We will meet or exceed all health, safety, and environmental regulatory requirements. We will evaluate the economic, social, and environmental risks of our business and take precautionary actions to address them. We will incorporate health, safety, environmental and social considerations into our business decisions.

### **Our Communities**

Our activities reach far and wide into the communities that we serve. The supply of energy products and services represents a major contribution to the health and well-being of our customers and their communities. We will actively participate in the social, economic, and institutional development of the communities in which we operate. We will engage our stakeholders through open and transparent consultation and verifiable public reporting of our sustainability performance.