



# Human Rights Policy

This UGI Corporation Human Rights Policy (the “Human Rights Policy”) applies to UGI Corporation and its subsidiaries (collectively, “UGI” or the “Company”), our suppliers, vendors, and partners across all geographic locations and is designed to address UGI’s responsibility to uphold the fundamental rights, freedoms, and standard of treatment to which all people are entitled. UGI respects human rights, including those identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Our [Code of Business Conduct and Ethics](#) (the “Code”), Anti-Harassment and Anti-Discrimination, and Supplier Code of Business Conduct and Ethics policies incorporate elements of these declarations into the Company’s culture. Our Human Rights Policy describes our commitment to human rights consistent with our core Values of Integrity and Respect. All employees are expected to review and adhere to these policies and foster positive relationships wherever we do business. Management shall report to the Company’s Board of Directors or a Committee thereof to which the Board has delegated oversight of the matters set forth below.

## **Purpose**

UGI believes respect for human rights is integral to the sustainability of our business and the communities we serve and is committed to ensuring that people are treated with dignity and respect. This belief is deeply rooted in our culture and aligns with our core values of Integrity and Respect as UGI strives to be ethical and trustworthy in all its relationships. In accordance with UGI’s Code, we expect all employees and others working on UGI’s behalf to comply with the Principles below. Human rights-related topics, such as human trafficking and modern slavery, are addressed in the annual Code training provided to all employees, which includes all individuals that have direct responsibility for supply chain management.

## **Principles**

- UGI respects, acknowledges and abides by the legal frameworks to protect human rights in the jurisdictions where we operate. Additionally, UGI respects principles outlined by the United Nations and the International Labor Organization.
- UGI prohibits the use of forced labor and child labor and is in absolute opposition to slavery and human trafficking.
- UGI respects employees’ right to freely associate, form or join trade unions and workers’ right to collectively bargain, subject to applicable laws and regulations.
- UGI’s goal is to create a workplace that is free of discrimination and harassment of any kind. UGI’s Anti-Harassment / Anti-Discrimination Policy is publicly available [here](#).



## Human Rights Policy

- UGI embraces the diversity and uniqueness of individuals and cultures and the varied perspectives they provide. At UGI, we celebrate diversity, respect others, and do our part to seek, promote, and create a diverse and inclusive work environment. UGI is committed to being an equal opportunity employer that does not tolerate discrimination based upon race, color, religion, sex, sexual orientation, gender identity, age, national origin or ancestry, citizenship status, physical or mental disability, genetic information, marital status, veteran status, uniformed service member status, or any other status protected by applicable law.
- UGI is committed to having a positive impact on the communities where it operates. Where appropriate, we use a variety of engagement mechanisms to interact with relevant stakeholders to enhance and expand our relationship with the communities UGI serves. UGI believes that women's rights and economic inclusion are priorities for long-term success.
- UGI recognizes that minority, female and disadvantaged groups may face a greater risk of negative human rights impacts due to their vulnerability.
- UGI is committed to paying its employees a living wage. UGI pays its employees at least the minimum wage, where applicable laws apply. If no such laws apply, UGI will compensate employees in line with, or above, market practices.
- UGI seeks to promote a healthy and safe workplace, including water and other facility requirements, for all employees and contractors in premises under our control. The health, well-being, and safety of our employees, contractors, customers, and communities is our highest priority.
- At UGI, we take pride in our “Open Door” culture, which fosters open communication and sharing of concerns. If you have a question or are unsure about the right thing to do, ask us. If you observe or suspect a violation of our Code or observe something that just does not seem right, we encourage you to report it to our Integrity Helpline without hesitation. UGI prohibits retaliation against anyone who comes forward in good faith. We review all concerns promptly and share relevant information only with those who need to know to investigate and resolve the underlying issue. UGI’s Integrity Helpline is available any time, day or night, either by phone or online. It is staffed by an independent third-party company and gives you the option to remain anonymous, where permitted by law. Translation services are also available. You can access the Helpline at [UGI/AmeriGas Integrity Helpline](#). If we determine that a policy or a law has been violated, we will take appropriate corrective action.