

Human Rights at Alliant Energy

At Alliant Energy, we believe in the dignity, human rights and personal aspirations of all people. This belief is foundational to Our Values and our Code of Conduct. Our approach to human rights is inspired by applicable international human rights principles expressed in the Universal Declaration of Human Rights and the United Nations' Guiding Principles on Business and Human Rights.

Our Values, Code of Conduct, general business practices and compliance with applicable laws demonstrate our commitment to the human rights of all those with whom we interact on behalf of the Company. Our Values reflect this commitment, but more importantly, we demonstrate it through our actions.

Employees

We treat all our employees with respect and dignity and promote a workplace where all employees feel welcome. We provide equal employment opportunities to all employees and job applicants consistent with applicable federal, state or local law. We will not tolerate any form of harassment, including sexual harassment of an employee or employment candidate.

We are committed to:

- Adhering to all applicable laws concerning non-discrimination
- Adhering to all applicable laws concerning forced labor, human trafficking, and child labor
- Providing work hours, wages and benefits in compliance with applicable laws and regulations and applicable collective bargaining agreements
- Complying with applicable wage, work hours, overtime and benefits laws
- Providing fair, competitive wages for all employees

We respect the right of our employees to join, form or not to join a labor union consistent with applicable organizing law without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and bargaining in good faith.

Safety

We are committed to providing a safe environment for our employees, visitors, customers, contractors, vendors and the communities in which we live and work. Our first priority is that nobody gets hurt. It is critical that we all promote an environment in which we do not knowingly violate safety laws, rules, regulations or policies, or create conditions that are unsafe physically and emotionally. Each of us has the responsibility to report a workplace condition that may be unsafe and has the right – at any time – to shut down an unsafe job or report a safety concern in good faith.

We are committed to adhering to all laws concerning workplace safety, including Occupational Safety and Health Administration requirements. We go beyond compliance and are committed to providing a workplace where everyone has a voice. Leadership is vested in our executive and local safety leadership teams. Our Leadership Team routinely conducts crew visits and meets with employees in the field to get first-hand information regarding the technical aspects of the work, culture, barriers and any other issues that could affect the safety of the work that they are performing. Ensuring that our employees have a healthy work/life balance and quality of life during their working years and into retirement is of paramount importance. We have

embraced wellness and ergonomics programs into all workplace activities to help ensure that our employees' physical and mental health is at peak condition throughout their lives.

Community

We engage with our communities on important human rights issues and make efforts to mitigate and/or remediate adverse human rights impacts of our operations where possible.

Suppliers

When a third party, such as a supplier or vendor, is acting on behalf of Alliant Energy, the third party's behavior must conform to applicable sections of our Code of Conduct.

Human Rights

Human rights are rights inherent to all human beings, regardless of race, color, national origin, ancestry, citizenship, religious creed, physical or mental disability including HIV and AIDS, cancer, genetic characteristics, marital status, sex, sexual orientation, gender identity or expression, age, pregnancy, childbirth, or related medical conditions, family and medical care leave, military status, or political affiliation. Human rights include the right to life and liberty, freedom from slavery and torture, freedom from harassment and discrimination, freedom of opinion and expression, the right to work and education, access to water, and many more. Everyone is entitled to these rights, without discrimination.

Our Values, Code of Conduct, general business practices, and compliance with applicable laws demonstrate our commitment to the human rights of all those with whom we interact on behalf of the Company. Our Code of Conduct applies to all our employees and operations. Employees receive training on our Code of Conduct annually. We provide options for reporting concerns, including human rights concerns, under the Code of Conduct including anonymous channels, and we prohibit retaliation.

Approved by the Compensation Committee of the Board of Directors.