



# 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. The objectives of this Human Rights Policy are aligned with [UGI’s Code of Business Conduct and Ethics](#) (the “Code”) and establish a basis for our commitment to human rights. In developing this policy, UGI reviewed a number of principles, declarations and policies used by the United Nations, the International Labor Organization, and other organizations that focus on human rights. Management shall report to the Corporate Governance Committee of the Company’s Board of Directors, which oversees the Company’s overall Environmental, Social and Corporate Governance (“ESG”) Program, with respect to 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.

## 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 at <https://www.ugicorp.com/company/leadership-and-governance/-Company-Policies/default.aspx>
- 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



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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 federal, state or local law.

- UGI believes that women's rights and economic inclusion are priorities for long term success.
- UGI understands the impact we have on the communities in which we operate. We recognize 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, 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.