



Human Rights Policy

Effective August 24, 2020

Respect for human rights is fundamental to Spire's mission and values

At Spire, we are guided and sustained by our mission and our core values of safety, inclusion and integrity and the behaviors of collaboration, caring, learning and having perspective. To encourage and empower Spire employees to live into these values and behaviors, we developed Spire's Code of Conduct – a set of core principles that serve as a moral compass for our culture and how we conduct business. These principles outline our commitment to our employees, our customers, the communities we serve and our shareholders. These principles unite more than 3,500 employees through the common belief that the fundamental rights and dignity of all people must be respected.

While it is the role of governments to protect the rights of their citizens, we recognize that businesses also play a critical role. Spire is committed to respecting human rights in our own operations and complying with the laws of the states in which we do business. Furthermore, we believe we have an opportunity to positively impact the protection of human rights within our circles of influence.

Therefore:

- We respect and promote human rights in our relationships with our employees, customers and suppliers, and we support human rights efforts within the communities we serve.
- We value diversity of thought, and we actively work to include differing viewpoints, perspectives and experiences, because we believe we are better together.
- With inclusion as a value, we strive to create a safe environment, free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification, gender expression, political affiliation or any other protected status.
- We will address and remove any identified risk of violence, harassment, intimidation or other unsafe and disruptive conditions to maintain a safe, healthy and productive workplace.
- Our goal is to provide an environment where every employee has the opportunity to advance. So, we recruit, hire, place, train, compensate and develop employees based on qualifications, performance, knowledge, skills and experience, using market and internal equity data to ensure all employees are paid fairly for their work.
- As an employer with union and nonunion employees, we respect each employee's right to form and choose whether or not to join a labor union without fear of reprisal, intimidation or harassment. And, we're committed to establishing a collaborative relationship with those represented by a legally recognized union.

- We take several factors into consideration to ensure Spire’s union employees are compensated fairly. This includes industry and local labor market standards as well as the terms of collective bargaining agreements. We also fully comply with applicable wage, work hours, overtime and benefits laws.
- Every employee is held to the same high standard. In the workplace, disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind will never be tolerated. Outside the workplace, we closely evaluate on a case-by-case basis any behaviors considered offensive or inconsistent with our values and behaviors.
- We firmly believe the employment relationship should be voluntary, and we’ll always comply with laws and regulations that support this stance. As a result, we are absolutely opposed to slavery, human trafficking, forced labor and child labor and will willingly support and comply with laws that prohibit such exploitation. In that same spirit, we also prohibit the hiring of individuals who are under 18 years of age for positions where hazardous work is required.
- We are committed to providing and maintaining security and cybersecurity safeguards that protect employees while also respecting individual privacy and dignity.
- All managers and supervisors at Spire are expected to not only comply with this policy, but to encourage others to comply and promptly report to Human Resources and the chief compliance officer all potential violations of this policy.
- Our suppliers are expected to uphold the principles included in this policy.

For any employee who has questions about this policy or would like to report a potential violation, you are encouraged to talk with your supervisor, Human Resources or the chief compliance officer.

You can also confidentially report suspected policy violations by calling the Compliance hotline at 800-886-2553 or through Compliance@SpireEnergy.com.

This Human Rights Policy, created to align with Spire’s Code of Conduct, serves as a promise. A promise that we will investigate, address and respond to employee concerns and will always take appropriate action when violations of this policy occur.

In all that we do, our commitment is to create a safe, inclusive and productive environment for all people to learn, grow and thrive.