

CORPORATE POLICY		
<i>This policy applies to PNM Resources and its wholly owned subsidiaries.</i>		
POLICY 140		
HUMAN RIGHTS STATEMENT		
POLICY OWNER	VERSION #/PUBLISH DATE	APPROVAL
EXECUTIVE DIRECTOR, HUMAN RESOURCES	Version 1 / 08/09/2022	VP Council

PURPOSE

PNM Resources is committed to ethical conduct and legal compliance. Employees, officers, members of our PNM Resources Board of Directors and all other Company agents and representatives are expected to uphold our Standards by observing both the letter and spirit of the law and applicable Company policies in every transaction.

SCOPE

Commitments

PNM Resources supports the principles identified in the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The Company’s policies and practices reflect a commitment to and respect for human rights.

Workforce

We are committed to always doing business in an ethical, open and transparent manner. The PNM Resources code of conduct, *Do the Right Thing*, is grounded in our core values of safety, caring and personal integrity and honest communications. These values guide the way as we strive for continuous improvement in:

- protecting the health and safety of others and ourselves,
- doing the right thing and keeping our word,
- protecting our assets and natural resources,
- providing environmentally responsible energy to our customers,
- taking personal accountability for ourselves and our company,
- finding better ways to conduct our business, and
- helping each other succeed.

We understand the value of diversity in our workforce and actively seek opportunities for incorporating diversity within the Company. A diverse workforce enriches our environment and assists our company in meeting the needs of our employees, customers, and shareholders.

Training is an important part of effective human rights practices. We therefore undertake efforts to build awareness about our human right policies and procedures and report on progress in our sustainability report.

Communities and Stakeholders

Building trust with our communities and our obligations to the environment are addressed in *Do the Right Thing*, our **Code of Business Conduct**.

Suppliers and Partners

In our RFP process PNM Resources states “our company values business diversity and encourages the development and inclusion of small and disadvantaged enterprises where practicable”. PNM Resources participates in diverse supplier forums and encourage those businesses to register with our company. Annual internal targets are set, for the percentage of diversity spend to sourceable spend with each of the diverse categories as established by the U.S. Federal Government and the company measures and publishes performance.

We are committed to ensuring high environmental, safety, and social standards and engage suppliers that support those efforts.

Safety

Safety is a core value, which provides the foundational framework upon which the overall success of our company solidly stands. Safety is the backbone of our company culture, and we continually take steps that move us closer to obtaining our goal of creating a zero-injury environment. We are committed to providing a safe and healthy workplace and complying with applicable safety and health laws, regulations and internal requirements.

Reporting

Employees, suppliers, customers and other stakeholders can report a human rights concern through the following means:

- By emailing ethics@pnmresources.com
- Online at <https://secure.ethicspoint.com/domain/media/en/gui/12868/index.html>
- By calling 1-888-840-4158. The Integrity Line is a dedicated service maintained by a third-party vendor and is available 24 hours a day, seven days a week. Individuals who contact the Integrity Line will be assigned a unique report and personal identification number (PIN) they may use to check on the status of their report and inquiries.

REFERENCES & SUPPORTING DOCUMENTS

Do the Right Thing, Principles of Business Conduct

REVISION HISTORY

Publish Date	Version	Change Summary	Policy Owner
08/02/2022	1	New Policy.	A. Ortiz

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