



 **entergy**  
Supplier Code of Conduct  
2025

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## Introduction

Dear Supplier,

(The term *suppliers* as used throughout this document includes vendors, contractors and consultants, and any of their employees or subcontractors.)

If, in the course of providing your services and products to Entergy, you see an Entergy employee, supplier or subcontractor personnel engaged in a known, suspected or potential unethical act or violation of law, Entergy's policies or this Supplier Code of Conduct, you must report such concerns to the Entergy Ethics Line by calling 1-888-257-3844 or [submitting online](#).



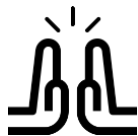
Melanie Taylor, Vice President,  
Chief Supply Chain Officer

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## Entergy Core Values



Safety



Teamwork



Always learning



Integrity



Respect

# Expectations and Obligations

## A. HEALTH & SAFETY

Entergy is committed to the health and safety of its suppliers and the public. Suppliers are expected to support this commitment and comply with all applicable health and safety regulations. Suppliers must also ensure that required training of personnel, including subcontractors, has been completed prior to starting any work for Entergy. Suppliers must protect workers and the public from exposure to health and safety hazards. Work must be stopped any time unsafe conditions or behaviors are observed and must not resume until the job can be completed safely.

## B. SUPPLIER DIVERSITY

Entergy is committed to doing business with and developing small, local, and certified diverse suppliers. A diverse supplier is a company certified to be at least 51% owned, operated and controlled by one or more minority, woman, LGBTQ+ person, veteran, service-disabled veteran, small, disadvantaged business or Historically Underutilized Business (HUB)Zone certified businesses. Building relationships with and utilizing small, local and diverse suppliers has a significant impact on helping these communities and ensuring they thrive.

It is Entergy's commitment to ensure equity in our sourcing processes so small, diverse and local firms have equal opportunity to provide the goods and services needed to operate our business and that our prime suppliers share this commitment.

## C. GRASSROOTS/PUBLIC RELATIONS PRACTICES

Entergy is interested in understanding the concerns and priorities of communities in connection with work the company undertakes. With respect to public relations and grassroots efforts, Entergy expressly prohibits its suppliers from engaging in the practice of paying individuals to attend or speak at any public meeting or meetings before any governmental, regulatory, or other agency with oversight over Entergy's operations, a practice referred to as "astroturfing."

## D. ENVIRONMENT & SUSTAINABILITY

Entergy aspires to be an industry leader in sustainability, including environmental protection, social and community issues, and governance and economic performance. Entergy expects its suppliers to provide goods and services in a sustainable way, meaning in an environmentally conscientious manner, supportive of social and community issues and with proper governance principles. Regarding environmental performance, certain laws, regulations and orders affect many areas of Entergy's business, including restrictions on hazardous and toxic materials, air and water emissions and waste disposal.

Suppliers must identify and manage any chemicals or materials that may pose a threat to the environment (as defined by the [EPA](#)), including ozone-depleting substances. Additionally, suppliers must disclose complete and accurate greenhouse gas emissions data and provide plans to reduce emissions by 2050 or an alternative reduction target. All specific requirements for data disclosure, reduction targets, and achievement of planned reductions will be outlined in supplier contracts or other written communication with Entergy.

Entergy is committed to meeting or surpassing compliance with environmental laws and all applicable regulatory requirements and enhancing the communities we serve. Entergy expects agents and suppliers to comply with all applicable environmental laws, regulations, and international treaties, to obtain necessary environmental permits and to conduct their operations in an environmentally and socially responsible manner. Entergy encourages its agents and suppliers to minimize any negative environmental and social impacts of the goods and services they provide. We actively seek suppliers that share our commitment to protecting the environment and the communities we serve and that help Entergy meet its sustainability goals.

#### E. DISCRIMINATION AND HARASSMENT PREVENTION

Entergy seeks to maintain a work environment that recognizes the dignity and worth of each individual and is free from harassment and discrimination based on any protected characteristic or protected activities. Protected characteristics include (at least) race, color, sex, religion, pregnancy condition, national origin, age (40 and over), sexual orientation, gender identity and/or expression, veteran's status, marital status, qualified disability, genetic information (which includes family medical history) and any other characteristic protected by law.

Protected activities include, for example, the good-faith filing of a claim with the EEOC or other government entity.

Examples of prohibited conduct when based on a protected characteristic or protected activity include, but are not limited to, the following:

- denying equal employment opportunities;
- making, transmitting, intentionally accessing, displaying, or circulating offensive or derogatory statements, comments, gestures, slurs, emails, or links;
- Creating an offensive, hostile, or intimidating working environment; and
- Engaging in unwelcome flirtation, sexual advances, requests for sexual favors, propositions, touching and other verbal or physical conduct of a sexual nature.

Entergy's policy is intended to extend further than the law. It prohibits behavior that, if left unchecked, could become unlawful or undermine a sufficiently productive work environment.

Examples of such behavior include intimidation, coercion and bullying, regardless of whether such conduct is unlawful or based on a protected characteristic or activity.

#### F. EMPLOYMENT PRACTICES

Entergy expects its suppliers to follow legally compliant employment practices, including, but not limited to:

- No employment of under-age individuals in violation of any applicable child labor laws;
- No use of forced or involuntary labor; and
- Compliance with wage and hour laws and regulations, including those relating to minimum wages.

#### G. DRUGS, ALCOHOL & TOBACCO

Suppliers' workers are prohibited from using, possessing, promoting, selling and/or being under the influence of illegal drugs or alcohol while on Entergy premises (including in a personal vehicle), while performing work for or on behalf of Entergy, while operating an Entergy vehicle or other Entergy machinery, while using Entergy property, and in all other situations where supplier is, or could be construed as, representing Entergy, including at mealtimes or during breaks. Noncompliance with this requirement will result in the offending worker's termination from a project and may result in termination of a supplier's assignment with Entergy. Suppliers shall address the use, or being under the influence, of prescription drugs and/or over-the-counter medications that could reasonably affect the ability to work safely or efficiently. In order to provide a healthy work environment for all, smoking including the use of electronic cigarettes is not permitted within any of Entergy's enclosed facilities.

#### H. WEAPONS

The existence of unauthorized weapons on Entergy property is against Entergy policy. Therefore, unless necessary for Entergy business and authorized in accordance with Entergy's policy, the possession of weapons (including, but not limited to, firearms, knives and explosives) by suppliers on Entergy property, including in Entergy vehicles, is expressly forbidden.

#### I. WORKPLACE VIOLENCE PREVENTION

Entergy is committed to providing a safe working environment, free from workplace violence. Violent or threatening behavior in the workplace is not permissible and will be addressed appropriately.

Workplace violence is defined as any direct or implied threat, intentional act or other unreasonable conduct that would create fear, hostility, intimidation, or other concern of harm in another person. Threatening behavior or acts of violence on Entergy premises,

or off Entergy premises while conducting official Entergy business, or related in any way to one's work with Entergy, is prohibited. Suppliers who have been assaulted or subjected to threats of any kind in the workplace or who have knowledge of violence or threats against workers, are required to immediately report the situation to the Entergy Ethics Line by calling 1-888-257-3844 or [submitting online](#). If such violence is occurring or you believe imminent danger exists, do not place yourself in harm's way; immediately call law enforcement at 911 and, as soon as possible thereafter, report the matter to the Entergy Ethics Line.

#### J. CONFLICTS OF INTEREST

Suppliers have a duty to timely disclose to Entergy all actual or potential conflicts of interest related to the business relationship with Entergy, as well as situations that could be perceived as conflicts of interest.

#### K. GIFTS & ENTERTAINMENT (BUSINESS COURTESIES)

It is improper for Entergy employees, or members of an employee's family, to request a business courtesy under any circumstances. Further, they may not accept anything from an existing or potential Entergy supplier that could be construed as an attempt to induce the employee to grant an unfair competitive advantage or to motivate the employee to do anything that is unethical, illegal, or prohibited by Entergy policies.

Entergy employees are also asked to use common sense and good judgment when offering gifts or entertainment to suppliers, so as not to create circumstances that are inappropriate or give the appearance of impropriety. Entergy suppliers may not provide such business courtesies if they are illegal, violate the rules of the recipient's organization, or are offered for something in return.

#### L. ACCOUNTING & BUSINESS RECORDS

Entergy requires compliance with generally accepted accounting principles and its internal system of accounting and auditing controls.

Accurate, reliable information and records are critical to meeting Entergy's financial, legal and management obligations and they are necessary to properly reflect Entergy's transactions. Suppliers are expected to prepare applicable reports, vouchers, reimbursement requests and bills promptly, completely and accurately.

Suppliers shall keep complete records for a period of not less than four (4) years and shall permit Entergy to audit up to four (4) years of all data (including data from subcontractors) at any time with respect to supplier's charges, policies, procedures and transactions with Entergy.

#### M. PROTECTION OF ENTERGY PROPERTY

Suppliers are responsible for protecting any Entergy property under their control from theft, fraud, unauthorized personal use and negligent misuse. Entergy property

includes, but is not limited to, tools, materials, supplies, equipment, software and Entergy credit cards. The misuse or theft of Entergy property or disclosure of confidential and proprietary Entergy information may affect the corporation's profitability and will not be tolerated. Suppliers may not offer Entergy property to persons outside Entergy without prior approval of Entergy. Personal use of Entergy vehicles or moving equipment, such as backhoes, excavators, loaders and forklifts, is strictly prohibited. All Entergy property must be returned to Entergy at the termination of project or contract.

#### N. INFORMATION SECURITY

To the extent suppliers are entrusted with or obtain knowledge of Entergy information, suppliers share a responsibility to prevent its misuse, theft and improper disclosure. Suppliers must take every care in handling, discussing, or transmitting sensitive or confidential information that could affect Entergy, its employees, its customers, the business community, or the general public. Supplier responsibility to hold Entergy's confidential information as confidential is a continuing obligation even after an assignment or contract with Entergy ends. Disclosure of financial information could influence the actions of shareholders and potential investors and possibly violate securities laws. Only designated Entergy spokespersons are authorized to release information of this nature. Additionally, other information may be protected from disclosure by Entergy regulated subsidiaries to Entergy competitive affiliates. The affiliate rules for each appropriate jurisdiction should be consulted prior to the release of information to a non-regulated affiliate or to any other person.

Personal information belonging to customers, employees, other vendors or suppliers and other individuals must not be collected, transmitted, transported, stored, accessed, or removed without a legitimate need to do so. Personal information must be protected from unauthorized disclosure and disposed of in a secure and protected manner. Social Security numbers may not be used in a manner that is prohibited by Entergy's policies. Report any unauthorized disclosure of personal information to the Entergy Ethics Line immediately by calling 1-888-257-3844 or [submitting online](#).

If suppliers are granted logon identification to the Entergy electronic information systems, the password is considered confidential information due to the large risk of harm Entergy faces if an unauthorized party gained access to the Entergy systems. Do not disclose supplier authentication identities (e.g., logon ID and password combination) to anyone else, unless requested by Entergy IT technical support. Do not disclose authentication identities for Entergy systems in response to emails from unfamiliar parties or unsolicited emails (such as "phishing" or social engineering attacks). Further, while using the Entergy electronic information systems, do not open email attachments that are sent by unknown parties or click on links or attachments contained in unsolicited emails or in emails sent by unfamiliar parties (which may



include "phishing" or social engineering attacks). If suppliers have disclosed such information, opened email attachments, or clicked on links as noted above, they must immediately report such security concerns to Entergy's Consolidated Security Operations Center (CSOC) by phone at 1-844-503-1090 or email at [CSOC@entergy.com](mailto:CSOC@entergy.com) so the Company can take steps to investigate and, if applicable, mitigate any harmful outcome.

#### O. INSIDER TRADING

"Insider trading" means using confidential information about Entergy or any other company gained in the course of doing work for Entergy in an attempt to achieve unfair advantage in the buying or selling of shares or other securities. It includes "tipping" in which the insider provides information to someone else who trades on it. This includes any information that may influence the decision of an investor to buy, sell, or hold the securities of a company, or that alters the overall mix of information publicly available about a company. Insider trading is both illegal and unethical and is prohibited.

#### P. COPYRIGHT, TRADEMARK & PATENT INFRINGEMENT

Copyright laws prohibit the unauthorized use, duplication, or distribution of copyrighted works, regardless of format (e.g., print, video or electronic form). Suppliers may not use, download, distribute, copy or otherwise duplicate, reproduce or otherwise infringe any copyright-protected works or trademarks of others, including licensed computer software and related documentation, training materials, music, cartoons, books, articles, or videos, in violation of law. Suppliers may not engage in any activity designed to circumvent any technological measure intended to limit access to a copyright-protected work, including attaching links to web sites that are accessed through the use of a password. Further, suppliers may not allow others to use Entergy resources to do so.

#### Q. ANTITRUST & FAIR-TRADE PRACTICES

Suppliers must support and fully comply with antitrust and fair-trade practices laws. Violations of these laws may occur if an Entergy supplier engages in unfair pricing practices, unfair marketing practices, or misrepresentation of the products and services of Entergy or its competitors. Federal and state antitrust authorities (and private plaintiffs) will be particularly sensitive to business activities that appear to fix prices between competitors, fix costs between competitors, restrict output, or divide markets.

#### R. BRIBES & KICKBACKS

Suppliers may never give or offer anything of value to, or ask for anything of value from, an Entergy customer or a government employee or official (whether at the local, state, or federal level) that is illegal. Similarly, suppliers may never ask for bribes and kickbacks from an Entergy customer, agent, or supplier.

#### S. ECONOMIC ESPIONAGE

Suppliers may not unlawfully obtain or otherwise use material, products, intellectual property, or proprietary information of any Entergy supplier, customer, or competitor. Further, suppliers may not obtain an Entergy competitor's confidential or proprietary information by improper means or unethical acts, such as through criminal acts, misrepresentation, deception, or bribing employees of other businesses to collect information covertly.

#### T. NUCLEAR

Entergy expects its suppliers, where applicable, to comply with all laws, regulations, licensing, commitments and orders related to nuclear power plant operations.

#### U. EXPORT CONTROL

Suppliers may, through their business relationships with Entergy, be afforded access to certain technology, information, equipment, products, software, or services that are subject to export-control laws and regulations ("controlled items"). Absent advance permission from Entergy, suppliers may not disclose or release such controlled items to others, including employees, subcontractors and subcontractor employees, who are not U.S. citizens, lawful permanent residents, or asylees. This prohibition applies regardless of where such companies or individuals are located or how they access such controlled items. Release of such controlled items is further subject to satisfaction of all reporting or license requirements mandated by export-control laws and regulations.

#### V. EMERGENCY PREPAREDNESS & BUSINESS CONTINUITY

Entergy works with suppliers who have adequate emergency preparedness and crisis response plans for safeguarding their employees, operations and security of supply in times of business interruptions. All suppliers that provide critical products and services for Entergy's business and operations are expected to have assessed the impact of business disruptions. Suppliers should also include Entergy in their business continuity plans, and, upon request, participate in Entergy disaster-recovery exercises and drills in accordance with contractual agreements.

#### W. HUMAN RIGHTS STATEMENT

Entergy expects its suppliers to respect the human rights of all individuals. Just as Entergy expects its employees to act in accordance with the highest ethical and legal standards in their business activities, Entergy expects its suppliers to behave in a manner consistent with these ethical expectations and obligations. Entergy partners with its suppliers on sustainability focus areas including occupational health and safety, the environment and respect for human rights. [Entergy's Human Rights Statement](#) summarizes important aspects of Entergy's policies and philosophy regarding human rights.