



Constellation[®]

Environmental Justice Policy

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Our Values

Constellation strives to build and maintain inclusive and transparent partnerships with all interested parties as we work to responsibly meet the demand for energy. Constellation recognizes that racism and systemic inequities have positioned some communities to be disproportionately impacted by pollution and climate change. We seek to understand the values and needs of the communities where we live and work, and endeavor to address those needs where appropriate. As Constellation continues to engage with these communities, environmental justice will be a guidepost.

We believe all people – regardless of race, gender, national origin, or income – should be treated fairly with respect to the development, implementation and enforcement of environmental laws, regulations, and policies.

Our Guiding Principles

Constellation seeks to:

- Engage in meaningful dialog with interested parties and community groups, considering their input in our operations.
- Consider environmental justice in business decisions and growth strategy.
- Provide reliable, clean, affordable energy and innovation to improve energy equity.
- Grow and support a workforce that is diverse and that draws from our local communities.
- Use our purchasing power to support communities, including local and minority-owned businesses.
- Partner with, and support, the communities in which we operate through philanthropy, racial and social justice initiatives, and workforce development programs.
- Reduce our emissions of greenhouse gases and other air pollution to confront climate change and minimize impacts on vulnerable populations.
- Advance policy positions that improve health and well-being and promote equity and environmental justice in the transition to a decarbonized electric grid.
- Work to find solutions that improve environmental, climate and health impacts in communities where we do business.



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Our Commitment

We are committed to building a future in which all of our customers, employees, business partners and communities benefit equitably from social, environmental and economic progress.

This policy is endorsed by the Constellation Sustainability Council.