



Fair Treatment Policy

Plug's Fair Treatment Policy reflects our company's HR and human rights commitments. The policy highlights our social responsibility expectations from business partners. Business partners include suppliers and supplier's manufacturing facilities, including all subcontracting, packaging, and distribution facilities. The Fair Treatment Policy applies to all individuals working with and/or performing services for Plug, including our employees, directors, contractors, and consultants. The policy includes a link for anonymous reports and a hot line to report harassment violations to the appropriate supervisor, senior manager, or HR team member.

Plug's Fair Treatment Policy ensures ethical behavior and respect for our stakeholders' human rights, including the prohibition of discrimination, child labor, human trafficking, and slavery practice throughout our business and supply chain partnerships. We support the Universal Declaration of Human Rights which informs our efforts.