



**CLEAN ENERGY FUELS CORP.**

**HUMAN RIGHTS POLICY**

**May 18, 2023**

**Policy statement**

Employees of Clean Energy, its business units and subsidiaries are expected to be ethical, respectful, and strong community partners – forming positive relationships wherever we do business. We are mindful that individuals from certain groups or populations may be at heightened risk of marginalization. This policy underscores our commitment to value and respect human rights across our operations and to conduct business in a way that minimizes the adverse effects our infrastructure or operations may have on people and communities, where possible, independent of what governments may or may not require.

We will:

- Conduct periodic human rights assessments.
- Make efforts to avoid causing or contributing to human rights violations.
- Mitigate and/or remediate adverse human rights impacts of our operations where possible.
- Prohibit the use of child labor or forced labor in company operations.
- Promote a formal grievance mechanism.
- Be transparent in our efforts, successes, and challenges.

*Reporting*

If an employee, business partner, supplier, customer, or other stakeholder witnesses or learns of any incident that may involve a violation of this policy, they can report their concern or grievance, anonymously if desired, via the company's Whistleblower Hotline, available 24 hours a day, seven days a week:

<http://www.whistleblowerservices.com/clne>

+1-866-713-4457

Every report made to the Hotline is investigated. We do not tolerate retaliation against individuals who report concerns in good faith.

In addition to the Whistleblower Hotline, company employees may report a concern to their immediate supervisor; the next level of management above their supervisor; the corporate compliance department; the human resources department; or to the company's General Counsel.

*Verification and Transparency*

The company will conduct periodic human rights impact assessments; review alleged violations; and review the processes and systems used to identify and investigate alleged violations. The company will also report to the public on its human rights-related commitments consistent with this Human Rights Policy and as part of its Sustainability Report.



## **Background**

Respect for human rights is essential to the sustainability of a business. Business plays a fundamental role in tackling human rights challenges, in collaboration with government where possible. Transparency on key topics such as human rights enable informed decision making and builds trust with shareholders, customers, community leaders, employees, business partners and suppliers and other stakeholders. These stakeholders represent many different races, nationalities, religions, cultures and customs.

We believe in the dignity, human rights, and personal aspirations of all people. Our approach to human rights is also consistent with the goals of the United Nations' (UN) *Guiding Principles on Business and Human Rights*.

## **Definitions**

Human Rights: Human rights are rights inherent to all human beings, regardless of race, color, national origin, ancestry, citizenship, religious creed, physical or mental disability including HIV and AIDS, cancer, genetic characteristics, marital status, sex, sexual orientation, gender identity or expression, age, pregnancy, childbirth, or related medical conditions, family and medical care leave, military status, or political affiliation. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.