

**Policy Type:** 500 Human Resources  
**Policy #:** 550  
**Policy Name:** Policy 550 Human Rights and Discrimination

---

## **Policy Applies to TransAlta Corporation and all Subsidiaries**

### **Introduction**

TransAlta Corporation and its subsidiaries (collectively "**TransAlta**" or the "**Company**") are committed to establishing procedures to ensure that business decisions are made and operations are managed in a manner consistent with fundamental human rights. TransAlta is committed to the achievement of equality in the workplace so that no person is denied employment opportunities or benefits for reasons unrelated to the Company's interests and the individual's work performance. TransAlta has a long held belief that our objectives can be best achieved through equality in the workplace. Equality in the workplace improves human resources management and ensures individuals can contribute to business goals and objectives. TransAlta also supports treating people with dignity and respect.

### **Policy**

The Company strives to recruit, hire, train, promote, and manage employees without regard to race, color, gender, religion, place of origin, ancestry, physical or mental disability, age, or any other protected ground under applicable human rights legislation. Discrimination in employment practices is any distinction based upon one of the protected grounds which negatively impacts an employee who is a member of the protected group (including but not limited to imposing burdens, obligations, or disadvantages not imposed upon others or limiting opportunities, benefits or advantages available to others). Employment decisions will be made in a manner consistent with the principle of equal employment opportunity and will be administered without discrimination based on the protected grounds (and subject to any defences available under applicable human rights legislation).

TransAlta employees will not be complicit in human rights abuses.

Within its sphere of influence, TransAlta will strive to ensure that its operations do not impact negatively on the human rights of local communities. The Company will seek to do this by meaningful and transparent consultations with stakeholders who are or will be potentially affected by our operations.

TransAlta will ensure that its personnel policies and practices in its operations around the world will respect the following fundamental rights:

- the right to a healthy and safe workplace;
- the right to non-discrimination in the workplace;
- the right to be free from cruel and unusual disciplinary practices;
- the prohibition of exploitative child labour; and

- the prohibition of forced labour and the avoidance of products produced by such labour.

Through consultation, training, or contractual requirements, TransAlta will strive to ensure its contractors, suppliers, partners, and customers respect these fundamental standards of human rights. Where possible, TransAlta will avoid doing business with entities that do not observe these standards.

### **Language**

Quebec employees may access the French version of this policy [here](#). *Les employé(e)s situé(e)s au Québec peuvent accéder à la version française de cette politique [ici](#).*