

Inclusion must start in each employee's individual work environment and is the responsibility of all employees.



## CULTURE

Southern Company commits to promote an actively anti-racist culture and to ensure that all groups are well-represented, included and fairly treated within all levels of the organization and that everyone feels welcomed, valued and respected.

### Continuous listening and learning

We will continue to organize active listening sessions to better understand the experience of our Black and underrepresented employees. We will proactively seek feedback through our traditional surveys and include focus groups, one-on-one conversations, town halls and online listening. We will capture this feedback and openly share how we have leveraged it to refine our commitments and actions.

### Building our racial equity and inclusion muscles

Inclusion must start in each employee's individual work environment and is the responsibility of all employees. Therefore, we will engage all employees in our journey to racial equity through open dialogues, training and education. We expect all our employees to commit to continued personal education on equity and inclusion. We will create annual DEI training options for leaders and employees. Inclusive leader training, including unconscious bias training, will be delivered for all new supervisors.



### Identifying barriers to equity

An equitable culture is one where all employees feel empowered to be themselves, raise concerns and innovate without fear of failure. We will work to prevent barriers that may undermine a sense of empowerment for our underrepresented employees. We also will review and evolve our internal business practices and policies to ensure advancement of our social justice goals.

### Employee resources and networks

Formal networks of colleagues with shared experiences and challenges can promote belonging, improve retention and support development. We will increase our support for employee-led groups for underrepresented talent and work to make the resources afforded by them available to all employees. We also will actively lift the voices of these networks and create platforms for allyship within and across groups.