

Commitments

TALENT

Southern Company is committed to an equitable and inclusive workplace that mirrors the diverse communities we serve. Our commitment over the next five years is to increase and improve outreach, recruitment, hiring and retention of diverse groups at all levels of the workforce; ensure equity in leadership development programs; and seek diverse candidate slates for management roles. Across our company, each subsidiary and function will establish lawful and measurable goals in these areas to achieve by 2025.

A deliberate approach to employee development

We will be deliberate about the development of our Black and other underrepresented employees, ensuring we provide equitable opportunities to thrive and gain organizational exposure to advance. We will review current programs and pilot new approaches

to mentorship and development that support this commitment and ensure equitable inclusion in ongoing opportunities.

Inclusive recruiting strategies

We will employ strategies to prevent bias in the candidate resume review process and ensure diverse slates prior to selection. We will not stop our equity journey when our workforce reflects market availability. We will take measures to build a more diverse and inclusive industry and qualified talent pool through deeper partnerships with HBCUs, training programs and more targeted scholarships for underrepresented groups in our needed areas of expertise.

Deeper and more actionable examination of areas for improvement

We will proactively track, analyze and benchmark key metrics (representation, promotion opportunities, pay equity, turnover, net opportunities, satisfaction, etc.) to understand our opportunities for improvement across the full talent journey for each underrepresented group of employees. We commit to act on these learnings and communicate them with transparency.

