



POLICY SUBJECT: Equal Employment Opportunity

EFFECTIVE DATE: March 2002

REVISED: September 2022

NiSource is committed to providing equal employment opportunities in each of its companies to all employees and applicants for employment without regard to race, color, religion, national origin or ancestry, veteran status, uniformed service member status, disability, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity, age (40 and over), marital status, genetic information (including testing and characteristics), or any status protected by federal, state or local law. Our commitment to equal employment opportunity applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors, co-workers, contractors and vendors.

It is the policy of NiSource to comply with all applicable local, state, and federal laws regarding equal employment opportunity objectives.

Toward accomplishment of these objectives, each NiSource company will:

- Recruit, hire, train and promote qualified persons in all positions without regard to their membership in any of the protected categories identified above.
- Base decisions on employment so as to further the principle of equal employment opportunity.
- Ensure that employment decisions are administered without regard to an individual's membership in any of the protected categories as identified in this policy.

Each NiSource company will continue to provide opportunities for advancement to qualified internal employees.

If you have questions about equal employment opportunity within the NiSource companies, you should contact Employee Relations. consultant.

Any individual who believes they or another individual have been subject to discrimination in violation of this policy should report it using the complaint reporting procedure set forth in the company's policy entitled, *Prohibition Against Sexual and Other Unlawful Harassment*. If the company determines this policy has been violated, appropriate disciplinary action, up to an including termination of employment, will be taken. Retaliation is prohibited against any person by another employee or by the company for using this complaint procedure, reporting proscribed discrimination or for filing, testifying, assisting, or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. Any individual should report any retaliation prohibited by this policy pursuant to the complaint reporting

procedure set forth in the company's policy entitled, *Prohibition Against Sexual and Other Unlawful Harassment*. If a complaint of retaliation is substantiated, appropriate disciplinary action, up to and including termination of employment, will be taken.