



POLICY SUBJECT: Equal Employment Opportunity

EFFECTIVE DATE: March 2002

REVISED: January 2015

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, disability, gender, age, marital status, sexual orientation, gender identity, genetic information, or any protected group status as defined by law. Each employee is expected to abide by this principle.

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 race, color, religion, national origin or ancestry, veteran status, disability, gender, age, marital status, sexual orientation, gender identity, genetic information, or any protected group status as defined by law;
- Base decisions on employment so as to further the principle of equal employment opportunity;
- Ensure that employment decisions are administered without regard to race, color, religion, national origin or ancestry, veteran status, disability, gender, age, marital status, sexual orientation, gender identity, genetic information or any protected group status as defined by law.

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 your local human resources consultant.