



Human Rights Policy

Purpose

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. NiSource abides by all laws and regulations, and upholds and respects human rights as reflected in the United Nations Universal Declaration of Human Rights, and the UN Global Compact. NiSource values and promotes a diverse and inclusive work environment, which we believe to be foundational to upholding human rights.

Scope

This policy focuses on the areas that have been identified as priorities for our industry and broadly defines how NiSource will respect human rights in our operations and value chain.

Policy

NiSource is committed to integrating respect for human rights into our operations and value chain. NiSource will:

- Comply with local laws and regulations where NiSource does business and adopt and apply international standards where local laws are less stringent;
- Complete due diligence to avoid complicity in human rights violations;
- Regularly assess human rights risks, policies, and impacts;
- Provide access to reporting mechanisms to raise concerns or identify potential adverse human rights impacts;
- Promptly investigate allegations of and pursue action to mitigate any adverse human rights impacts; and
- Report transparently on our adherence to this Policy.

Administration

This policy will be administered in accordance with NiSource's Administration of Ethics Program policy. The NiSource Executive Council shall provide policy leadership and oversight for the Company's Ethics Program, which includes human rights. The Executive Vice President and Chief Legal Officer ("CLO") shall lead the annual review and discussion at the Risk Management Committee regarding:

- The Administration of this Policy;
- Any training related thereto;
- Compliance with the law, regulations and Company policies related to Human Rights;
- Trends arising from actions pursuant to this Policy; and
- Promotion of an ethical culture, including maintaining an open atmosphere that facilitates the reporting of alleged human rights violations without fear of retaliation.

Compliance

Each employee has a duty to be familiar with and comply with this Policy and other Company policies, programs, standards and procedures regarding human rights. As part of this duty, each employee has an obligation to complete all required training with respect to human rights. Failure to comply may result in disciplinary action up to and including termination. Employees are also referred to the Code of Business Conduct.

Third-Party Providers

In accordance with our Code of Business Conduct, we expect our third party providers to be governed by values that are consistent with ours. We expect our providers to:

- Promote and maintain a workplace free from discrimination by treating employees, agents and contractors with respect;
- Comply with all applicable labor and human rights laws and regulations, including those regarding immigration, minimum wage, overtime, payday and child labor; and
- Promote a workplace that is free from workplace violence, harassment, threats, intimidation, bullying or aggressive conduct, either spoken or written.

NiSource may require select key strategic suppliers to complete a Supplier Risk Assessment, which is intended to identify potential risks – including human rights risks – associated with conducting business with them. Any issues that are identified will be addressed on a case by case basis, including terminating relationships where necessary.

Related Policies

NiSource's key policies regarding the preservation and protection of human rights include:

NiSource Code of Business Conduct

Our Code of Business Conduct applies to all employees, officers and directors of NiSource, Inc. and each of its subsidiaries and affiliates. The Code has been reviewed by our Board of Directors and provides guidance on how we apply our Core Values to our business and helps us maintain high standards of business conduct.

Because the Company's reputation is based not only on our integrity but also the integrity of our business partners, we expect our agents, vendors and contractors to be governed by values consistent with ours.

The Code is the foundation of our NiSource Ethics Program, which includes numerous corporate and business specific policies, standards, practices and procedures, as well as education programs designed to promote our Core Values.

Our NiSource key policies that form our Human Rights governance include: Administration of Ethics Program; Non-Retaliation Policy; Prohibition against Sexual and Other Unlawful Harassment Policy; NiSource Commitment to a Positive and Diverse Work Environment Policy; Employees with Disabilities Policy, and Equal Employment Opportunity Policy.

To report a potential violation of laws, rules or regulations, or a potential violation of the Code, NiSource encourages employees to speak with their supervisor, another supervisor, or contact the Ethics Department.

EFFECTIVE: June 25, 2018