



**POLICY SUBJECT:** NiSource Human Rights Policy

**EFFECTIVE DATE:** June 25, 2018

**LAST AMENDED:** May 13, 2022

**Purpose**

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. NiSource (“Company”) abides by all laws and regulations and upholds and respects human rights as reflected in the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the UN Global Compact. In addition, NiSource endorses the Eight Fundamental Conventions of the International Labour Organization. The Company values and promotes a diverse and inclusive work environment, which we believe to be foundational to upholding human rights.

**Scope**

This policy broadly defines how NiSource prioritizes 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 shall:

- Comply with local laws and regulations where NiSource does business;
- 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
- Comply with the Fair Labor Standards Act (FLSA).

**Administration**

This policy shall be administered by the NiSource Director of Corporate Ethics and Corporate Compliance in accordance with NiSource’s Administration of Ethics Program policy and reviewed at least once every three years.

**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 as outlined in the NiSource Code of Business Conduct training and certify

to that they have read, understand, and agree to comply with the provisions and policies. 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 Supplier 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, forced labor and child labor;
- Promote a workplace that is free from workplace violence, harassment, threats, intimidation, bullying or aggressive conduct, either spoken or written; and
- Value diversity in the workforce and supply chain, including maximizing opportunities for women, minority, disabled and veteran-owned business enterprises.

NiSource values and searches for suppliers that share a commitment to diversity.

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 a corrective action plan, or terminating relationships where necessary.

### **Related Policies**

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

NiSource Code of Business Conduct and Supplier Code of Business Conduct (“Codes”)

Our Codes apply to all employees, officers and directors of NiSource, Inc. and each of its subsidiaries and affiliates as well as our suppliers. The Codes have been reviewed by the Audit Committee of our Board of Directors and provide guidance on how we apply our core values to our business and help 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 Codes are the foundation of the NiSource Ethics Program, which includes numerous corporate and business specific policies, standards, practices, and procedures, as well as educational programs designed to promote our core values.

The following internal Company policies address:

Safe Working Conditions

Prohibition Against Violence, Firearms and Weapons

Pre-Job Briefing  
Stop Work Authority  
Alcohol and Illegal Drug-Free Workplace Policy

#### Discrimination and Harassment

Prohibition Against Sexual and Other Unlawful Harassment Policy  
Equal Employment Opportunity Policy  
Employees with Disabilities Policy  
NiSource Commitment to a Positive and Diverse Work Environment Policy  
Religious Accommodation Policy  
Military Leave of Absence

#### **Reporting Concerns**

Through the management of the Ethics Program and its policies, NiSource does not tolerate retaliation for good faith reporting and holds protections for individuals who provide information, assist and/or participate in an investigation. These policies include:

Administration of the Ethics Program  
Non-Retaliation Policy

#### **How to Report**

At NiSource ethical decision making is one of the greatest shared responsibilities we have as employees. If you observe a questionable action or a potential violation of our Code of Business Conduct, the Supplier Code of Business Conduct, Company Policy, including laws, rules, or regulations, you have a duty to report. NiSource's third-party hotline reporting provider is available by phone or by web providing the choice of anonymity, 24 hours a day, 365 days a year. Calls are not recorded or traced, and a PIN number is provided to the caller to protect confidentiality. Reports may be made in confidence and without fear of retaliation as defined in the NiSource Non-Retaliation Policy.

There are several ways you can report your concern:

- Directly to your supervisor or another supervisor
- Employee and Labor Relations Center: [Employee Relations@Nisource.com](mailto:EmployeeRelations@Nisource.com)
- Ethics Hotline: 1-800-457-2814\*
- Web reporting: [nisource.alertline.com](http://nisource.alertline.com)\*
- Email to: [ethics@nisource.com](mailto:ethics@nisource.com)
- Director, Corporate Ethics & Corporate Compliance

*\*The hotline and web reporting options allow the choice to remain anonymous.*