



June 2018

To: WGL Employees

Re: Fair Employment Practices Policy Statement

Dear Colleagues:

Our Company is committed to compliance with all federal, state, and local laws and regulations regarding fair employment practices. In accordance with these laws and regulations, each person has the right to be treated fairly and work in an environment free from discrimination and harassment, including sexual harassment. At WGL, we take these rights very seriously.

Accordingly, WGL policy prohibits acts of discrimination and harassment, including sexual harassment, against employees and applicants. The Company also prohibits retaliation against any individual who, in good faith, reports discrimination or harassment or who participates in any investigation or proceedings related to such reports. Specifically, our objective is to recruit, hire, train, and promote the most qualified persons without regard to race, ethnicity, religion, gender, age, national origin, marital status, sexual orientation, gender identity, family responsibilities, matriculation, physical or mental disabilities, political affiliation, or status as a protected veteran. WGL also prohibits discrimination against employees based on their compensation inquiries, discussions, or disclosures.

As Chief Executive Officer, I am responsible for directing the Company in the fulfillment of the objectives of the Fair Employment Practices Policy Statement ("Policy"). I have designated Luanne S. Gutermuth, Senior Vice President, Shared Services and Chief Human Resource Officer ("CHRO"), as the equal employment opportunity coordinator for the Company. Ms. Gutermuth and the Human Resources/Talent Management & Development staff are responsible for implementing and guiding our equal employment opportunity and affirmative action objectives.

Your assistance is required as well. To support our corporate vision and values, we must build an environment of openness and mutual respect, in which we can be our best and grow in our jobs. We will not tolerate any form of discriminatory harassment, disparaging or offensive remarks or actions, unwelcome sexual advances or requests for sexual favors, and any other such unlawful conduct – all of which run counter to our core values and principles at WGL. Instead, we embrace differences with our focus on diversity and inclusion, working in partnership with each other.

I thank each of you for your support of and commitment to this essential Policy. In addition, I encourage you to consult the WGL Policy against Discrimination, Harassment or Retaliation (Policy 1000), available on OneSite at KnowledgeCenter> Policies>Human Resources Policies & Procedures, for more information.

Sincerely,

A handwritten signature in black ink, appearing to read "Terry D. McCallister", written in a cursive style.

Terry D. McCallister  
CEO and Chairman of the Board