



March 2020

To: WGL Employees

Re: Human Resources EEO/Affirmative Action Statement

Dear Colleagues:

Our President has issued the Fair Employment Practices Statement reaffirming WGL's commitment to equal employment opportunity and affirmative action. Responsibility for implementing the Fair Employment Practices Statement has been delegated to me, as Senior Vice President and Chief Operating Officer.

In my role, I have responsibility for ensuring the confidential investigation and resolution of discrimination or harassment complaints, including complaints of sexual harassment, involving WGL employees. All information is kept confidential, to the extent possible, except as needed to address an imminent danger to any employee or other person, and/or as needed to address or investigate violations of WGL policy and procedure or other federal, state, or local, law. Retaliation against an employee or an applicant for bringing a complaint or concern in good faith to the attention of management is strictly prohibited.

WGL supports and adheres to federal, state, and local laws and regulations on Equal Employment Opportunity (EEO) and insists that, in accordance with those laws, our working environment remain free of all forms of discrimination and harassment based on age, race, sex, ethnicity, religion, national origin, disability, veteran status, sexual orientation, gender identity or expression, and other protected characteristics.

Any employee or applicant for employment who believes that he or she has been harassed, experienced discrimination, or been retaliated against for bringing a complaint of, or otherwise reporting or participating in any proceedings pertaining to, such discrimination or harassment, should immediately report the incident to any person listed below:

- His/her supervisor, or the 2nd or 3rd level supervisor in the employee's supervisory chain, such as the manager, director or vice president (for current employees only);
- Lisa Padgett, Sr. Employee Relations and Compliance Specialist (703-750-4839, Lisa.Padgett@washgas.com);
- Emily Roller, Manager, Employee Relations (703-750-5590, EmilyRoller@washgas.com);
- Bridnetta Edwards, Director, Labor and Employee Relations (703-750-4162, BEwards@washgas.com);
- Ann Forster, Vice President, US Human Resources (703-750-4827, Ann.Forster@washgas.com);
- Or to my office at 703-750-5132 or Colleen.Starring@washgas.com

The WGL Policy Against Discrimination, Harassment or Retaliation (Policy 1000) requires supervisors to report to Human Resources immediately all incidents of possible discrimination or harassment that they experience, witness, or of which they become aware.

Both this Human Resources EEO/Affirmative Action Statement and the Fair Employment Practices Statement have been distributed to all employees via email and/or interoffice mail, are given to all new employees, and are posted on bulletin boards throughout WGL facilities. The statements are also available for review on the WGL corporate website, www.wgl.com, under the heading Careers by clicking on "EEO/Affirmative Action Statement" and "Fair Employment Practices Statement." Employees should read the entire **WGL Policy Against Discrimination, Harassment or Retaliation (Policy 1000)**, available on OneSite at KnowledgeCenter> Policies, which will connect to the WGL & ALA Policies and Procedures site on SharePoint (search for "Policy 1000"). Employees should also read the entire **AltaGas Respectful Workplace Policy**, which can be found at the same SharePoint site under "AltaGas Corporate Policies." Reporting information is also available on Company bulletin boards, via a posting titled "Annual Notification: How to Report Harassment and Discrimination."

All employees are expected to act in a manner consistent with WGL and AltaGas policies. Immediate reporting of complaints facilitates timely intervention and the ability to address the situation as early as possible. I thank you for your support of our corporate commitment to equal employment opportunity.

Sincerely,


Colleen Starring
Senior Vice President and Chief Operating Officer