



POLICY STATEMENT

EQUAL EMPLOYMENT OPPORTUNITY

INTRODUCTION

Boardwalk Pipelines, LP and its subsidiaries, hereinafter referred to as the "Company", believes strongly in the principles of Equal Employment Opportunity ("EEO"). The Company pledges to continue its commitment to the achievements of equal opportunity for all employees and prospective employees by providing an adaptable and flexible environment to best meet the challenges of an ever-changing and more diverse workforce, while increasing the understanding of the corresponding laws.

POLICY REQUIREMENTS

The Company is firmly committed to taking affirmative steps aimed at overcoming historical patterns of discrimination in our society through the practice of recruiting and hiring prospective employees based upon their individual qualifications and not based upon arbitrary considerations for such characteristics as race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran's status, or any other status protected by applicable law. Discrimination and harassment are prohibited by law and will not be tolerated by the Company. The policy relates to all phases of employment, including, but not limited to, recruitment, hiring, transfer, promotion, compensation, training, benefits, working conditions, and termination. It is the practice of this Company to further its goal of equal employment for all employees and applicants by:

- making all employment decisions in accordance with the principle and spirit of EEO;
- recruiting, hiring, training, promoting, disciplining, and terminating persons in all job classifications in conformity with this policy;
- ensuring that personnel actions affecting terms and conditions of employment such as compensation, benefits, transfers, layoffs, returns from layoffs, Company-sponsored training, education, tuition assistance, and social recreation programs are administered in compliance with this policy; and
- prominently posting the Company's EEO policy throughout the workplace to ensure employee and prospective employee awareness.

Reasonable Accommodation

The Company will make a reasonable accommodation to the known physical or mental limitations of a qualified applicant or employee with a disability in order to enable them to perform essential job duties, unless such accommodation would impose an undue hardship on the Company. Employees in need of reasonable accommodation should make such needs known to their supervisor or to the Human Resource Department. The Company will treat employee accommodation requests and related information as confidential to the maximum extent possible.

ACCOUNTABILITY: ROLES AND RESPONSIBILITIES

The Company will comply with all legal requirements as they pertain to EEO, as well as:

- monitor, enforce, and support policy compliance;
- conduct periodic audits and report to management on EEO performance;
- review all personnel actions on a regular basis to ensure equal opportunity exists for all employees;
- maintain a non-hostile, harassment-free work environment; and
- investigate, discuss, and take immediate and appropriate action on all employee discrimination, harassment, and retaliation complaints, and resolve these complaints to a satisfactory conclusion.

Company employees are required to take an active part to ensure that all employees and prospective employees are treated in a nondiscriminatory manner by establishing compliance with this policy as a performance standard. Every employee is responsible for the effective implementation and support of this policy; therefore, any employee who feels that (i) they have not been treated in accordance with this policy; (ii) witnesses unlawful discrimination; or (iii) has another employee confide that they have not been treated in accordance with this policy, must immediately contact either their supervisor, a member of the Company's management team, the Human Resources Department, or the Ethics Line at (866) 552-3557.

Complaints will be held in confidence to the extent possible, and all investigations will occur within a reasonable timeframe with the spirit and intent being a timely resolution.

RELATED REFERENCES

- Affirmative Action Policy
- Policy Statement Prohibiting Discrimination and Harassment
- Ethics and Reporting Hotline – (866) 552-3557

Owner/Approver:


SVP Human Resources

1-11-2023
Date

Reviewed by:

Initials

Chief Executive Officer



General Counsel



Effective Date:

January 11, 2023