



SEMCOENERGY

September 2024

To: SEMCO Employees

Re: Fair Employment Practices Statement

Dear Colleagues:

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

Accordingly, the **AltaGas Respectful Workplace Policy** prohibits acts of discrimination, harassment, including sexual harassment, bullying, cyber bullying, and workplace violence, against employees and applicants. The Company also prohibits retaliation against any individual who, in good faith, reports discrimination, harassment, bullying, cyber bullying, or workplace violence, 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 the following:

<ul style="list-style-type: none"> • Race • Color • Ethnicity • Religion/Creed • Sex • Age • National Origin • Ancestry 	<ul style="list-style-type: none"> • Sexual Orientation • Gender Identity or Expression • Pregnancy, Childbirth or Related Medical Conditions (including lactation) • Actual, potential, perceived, or alleged pregnancy outcomes • Physical or Mental Disabilities (or known association with a disabled person) • Arrest and Conviction Record/History 	<ul style="list-style-type: none"> • Marital and Familial Status • Traits historically associated with race • Genetic Status/Information • Veteran/Military Status • Height and Weight • Declining to attend a meeting or participate in any communication about religious or political matters (WI) • Any other characteristic protected under law
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SEMCO also prohibits discrimination against employees based on their compensation inquiries, discussions, or disclosures, in accordance with applicable law.

As Executive Vice President, President of Utilities, and President of Washington Gas, I am responsible for directing the Company in the fulfillment of the objectives of this Fair Employment Practices Statement. I have designated Shelley Ralston, Sr. Vice President and Chief Human Resources Officer, and Daniel Costello, Sr. Director, Employee and Labor Relations, as the executives responsible for equal employment opportunity for the Company. Ms. Ralston, Mr. Costello, and their staffs, are responsible for implementing and guiding our equal employment opportunity and affirmative action objectives.

Your assistance is required as well. To support our Code of Business Ethics and Core 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 discrimination, harassment, bullying, cyber bullying, workplace violence, 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 SEMCO. 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 mission. In addition, I encourage you to read the entire **AltaGas Respectful Workplace Policy** available on SEMCONet.

Sincerely,

Blue Jenkins
Executive Vice President, President of Utilities, and President, Washington Gas