



## ***Human Resources Policy***

<b><i>Procedure Number:</i></b>	<b><i>Subject:</i></b>	<b><i>Applicability:</i></b>	<b><i>Revision Date:</i></b>	<b><i>Pages:</i></b>
<b>1-02</b>	<b>Equal Employment Opportunity</b>	<b>All Employees</b>	<b>March 29, 2022</b>	<b>2</b>

AVANGRID (“AVANGRID” or the “Company”) is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination against any applicant or employee based on any legally-recognized basis, including, but not limited to: race, color, religion, sex, sexual orientation, gender identity, age, national origin or ancestry, citizenship status, physical or mental disability, genetic information, veteran status, uniformed service member status or any other status protected by federal, state or local law. Our commitment to equal opportunity employment prohibits unlawful discrimination by any employee, including supervisors and co-workers.

The Company believes the work environment should be pleasant, respectful and free from all manifestations of discrimination. The need to retain and find qualified people make it imperative that discriminatory employment practices be eliminated and those individuals with the talents and abilities be sought, recognized and encouraged through equitable personnel practices. The Company is committed to all employees and applicants in a manner that is consistent with all applicable equal employment opportunity local, state, and federal laws.

It is the Company's policy to administer all personnel programs, including but not limited to: recruitment, promotions, compensation, benefits, transfers, layoff, return from layoff, training, education, tuition assistance, and social and recreational programs, without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin or ancestry, citizenship status, physical or mental disability, genetic information, veteran status, uniformed service member status or any other status protected by federal, state or local law. All such decisions are based on (1) individual merit, qualifications, and competence as they relate to the particular position, and (2) promotion of the principle of equal employment opportunity.

The Company does not tolerate discrimination and strictly prohibits retaliation. Any employee who believes that he or she has been harassed, discriminated against or subject to retaliation by a co-worker, supervisor, agent, client or vendor of AVANGRID, in violation of the foregoing policy, or who is aware of such harassment, discrimination or retaliation against others, should immediately report the incident so that the Company can act to stop it before it becomes severe or pervasive.

Employees may report complaints to a supervisor, the Hub or to the Company's Ethics Help Line. Supervisors must report any complaints to the Hub prior to attempting resolution. Employees may also report discrimination or harassment to the U.S. Equal Employment Opportunity Commission (EEOC) or their State human rights agency and should be cognizant of filing the charge in a timely manner and within the strict time limits established by the applicable agency.

After a report is received, Human Resources will conduct a thorough and objective investigation. The investigation will be completed and a determination made as soon as practical. The Company expects all employees to fully cooperate with any investigation conducted by the Company into a report of proscribed harassment, discrimination or retaliation, or regarding the alleged violation of any other Company policies, and during the investigation, to keep matters related to the investigation confidential. The Company will strive to maintain complaint confidentiality as much as reasonably possible.

If the Company determines this policy has been violated, remedial action will be taken, commensurate with the severity of the offense. Appropriate action will also be taken to deter any future harassment or discrimination prohibited by this policy. If a complaint of prohibited harassment, discrimination or retaliation is substantiated, appropriate disciplinary action, up to and including termination of employment, will be taken.

The Company has developed and implemented Affirmative Action Plans (AAP) to support its commitment to the principle of equal employment opportunity. These Plans describe, in detail, the policies and procedures used in the Company's operations to carry out its commitment. Anyone having any questions, comments or concerns regarding the Company's Equal Employment Opportunity and Affirmative Action Plans should contact the Hub. Applicants and/or employees may request access to the Company's AAP during normal business hours. This review would occur by appointment only, would exclude data metrics, and would occur at the applicable affiliate headquarters.

All of our employees are responsible for supporting the Company's EEO program and contributing to the equitable treatment of the people in our organization and in the communities we serve.

*\*Contractors doing business with the Company via a staffing agency and/or vendor agreement are also generally expected to comply with the principles of this policy unless the policies/terms of their employing agency or vendor agreement specifically dictate otherwise.*

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*This document is a summary of a Company policy, procedure and/or guideline. All policies, procedures and/or guidelines described herein may be modified or discontinued at any time, for any reason at the Company's full and sole discretion. Nothing contained herein shall be construed as a contract of employment between any employee and the Company.*