

# Equal Opportunity Policy

October 15, 2019

The Board of Directors of Avangrid, Inc. (“AVANGRID”) oversees the management of AVANGRID and its business with a view to enhance the long-term value of AVANGRID for its shareholders. The Board of Directors of AVANGRID (the “Board of Directors”) has adopted this Equal Opportunity Policy (this “Policy”) to assist in exercising its responsibilities to AVANGRID and its shareholders. This Policy is subject to periodic review and modification by the Board of Directors from time to time. This Policy and AVANGRID’s certificate of incorporation, by-laws, corporate governance guidelines and other policies pertaining to corporate governance and regulatory compliance, risk, sustainable development, and social responsibility (collectively, the “Corporate Governance System”) form the framework of governance of AVANGRID and its subsidiaries (collectively, the “AVANGRID Group”). AVANGRID’s Corporate Governance System is inspired by and based on a commitment to ethical principles, transparency and leadership in the application of best practices in good governance and is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance.

## 1. Purpose

The employees of the AVANGRID Group represent a talented and diverse workforce. The Board of Directors believes that employment relationships based on equal opportunity, non-discrimination, and respect for diversity is critical to sustainable development and our success. This Policy articulates AVANGRID’s commitment to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. This Policy contributes to the achievement of goal five (Gender Equality) and goal eight (Decent Work and Economic Growth) of the Sustainable Development Goals approved by the member states of the United Nations.

## 2. Principles

- a) AVANGRID is committed to maintaining a work environment free from all forms of unlawful discrimination and harassment.
- b) AVANGRID prohibits discrimination and harassment against any employee or applicant based on race, color, religion, age, gender and gender identity, sexual orientation, national origin, physical or mental disability, marital status, veteran status, or any other conditions protected by law.
- c) AVANGRID recruits, hires, trains, and promotes into all job levels, employees and applicants for employment without regard to race, color, religion, age, gender and gender identity, sexual orientation, national origin, physical or mental disability, marital status, veteran status, or any other conditions protected by law.
- d) All other personnel programs such as compensation, benefits, transfers, layoff, return from layoff, training, education, tuition assistance, and social and recreational programs are administered without regard to race, color, religion, age, gender, gender identity, national origin, physical or mental disability, marital status, or veteran status or any other condition protected law.
- e) AVANGRID is committed to implementing measures to help employees balance their responsibilities at work and their personal and family responsibilities including, but not limited to, measures intended to foster respect for personal and family responsibilities and, when possible, avoiding professional communications outside of working hours.
- f) AVANGRID Group suppliers shall not discriminate based on race, color, sex, religion, age, gender and gender identity, sexual orientation, national origin, physical or mental disability, marital status, veteran status or any other conditions protected by law. AVANGRID will consider suppliers’ internal policies and practices with respect to equality, equal opportunity and work-life balance as part of the selection and engagement process.



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- g) AVANGRID will collaborate with educational institutions to encourage the presence of individuals from underrepresented groups in the workforce and training programs.
- h) AVANGRID has established measures regarding hostile, offensive and intimidating conduct including guidelines prohibiting harassment, whether based upon gender, gender identity, age, race, color, sexual orientation, national origin, religion, mental or physical disabilities, marital status, veteran status, or other conditions protected by law and specific programs that support victims of gender violence.
- i) AVANGRID has a “zero tolerance” policy for retaliation against employees who report discrimination or harassment in good faith and punishment, penalties and all other forms of retaliatory action are strictly prohibited.



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