

# Diversity, Equity and Inclusion Policy

February 16, 2023

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. AVANGRID is a member of the group of companies controlled by Iberdrola, S.A. The Board of Directors of AVANGRID (the “Board of Directors”) has adopted this Diversity, Equity and Inclusion 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 “Governance and Sustainability System”) form the framework of governance of AVANGRID and its subsidiaries (collectively, the “AVANGRID Group”). AVANGRID’s Governance and Sustainability 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 Board of Directors considers its employees to be AVANGRID’s most strategic asset and that employment relationships based on equal opportunity, non-discrimination, and respect for inclusive diversity are critical to creating shared value for its employees, customers, shareholders, and other stakeholders. This Policy articulates AVANGRID’s commitment to creating a diverse and inclusive work environment free from 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. 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.

## 2. Definitions

**Diversity** is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

**Equity** seeks to ensure fair treatment and equality of opportunity. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of 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.

**Inclusion** is the achievement of a work environment in which differences between individuals are valued and all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success and reach their full potential. Inclusion is a conscious strategy that focuses on developing the structures, systems, processes and culture that generate respect for the individual characteristics of all people within the organization, while also making them feel valued and part of a group or community.

## 3. Principles

In furtherance of AVANGRID’s commitment to diversity, equity and inclusion, the following principles will guide the AVANGRID Group’s Board of Directors, management, employees, subcontractors, and partners in fostering an inclusive culture:

- a) Maintain a work environment free from all forms of unlawful discrimination and harassment where discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity, age, national origin or



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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 is strictly prohibited.

- b) Recruit, hire, train, and promote into all job levels, employees and applicants for employment 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.
- c) Maintain and administer personnel programs such as 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.
- d) Implement measures to help employees balance their responsibilities at work and their personal and family responsibilities and appropriate digital disconnection from work 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.
- e) Promote the contribution of the knowledge, experiences and abilities of AVANGRID Group's employees, regardless of any personal or social conditions or circumstances and support our employees in reaching their full potential by offering appropriate internal and external training, learning and development opportunities.
- f) Provide training and leadership programs for our employees that highlight and promote AVANGRID's commitment to creating an inclusive and diverse work environment, improve understanding of behaviors that can be perceived as discriminatory, exclusionary, and/or harassing, and increase knowledge of the safe avenues for employees to report such behaviors.
- g) Facilitate mobility and collaboration within the organization to create multicultural networks of contacts and teams that share knowledge and best practices and promote inclusive diversity.
- h) Encourage the use of inclusive language in the AVANGRID Group's internal and external corporate communications and promote awareness of the AVANGRID Group's commitment to creating an inclusive and diverse work environment.
- i) Respect employees' right to associate, form or join trade unions and workers' right to collective bargaining, subject to applicable law and regulations.

