

Discrimination and Harassment-Free Workplace Policy

Applicability: All employees of Sempra & the Sempra Companies

Revision date: 3/13/2025



Policy

Sempra and the Sempra Companies are committed to providing a respectful workplace that is free of discrimination, harassment, bullying, and retaliation. Sempra and the Sempra companies provide equal opportunity and foster a culture of inclusion and belonging.

Harassment and Discrimination

Sempra and the Sempra Companies do not tolerate the harassment of any applicant, employee (including coworkers, supervisors and managers), temporary worker, non-employee resource or other third party, customer, or supplier. Generally, harassment is unwelcome verbal or nonverbal, physical or visual contact or conduct that creates an intimidating, offensive or hostile working environment or that unreasonably interferes with job performance.

Harassment for any discriminatory reason, such as race, color, national origin, ancestry, citizenship, religious creed, physical or mental disability including HIV and AIDS, cancer, genetic characteristics, marital status, sex, sexual orientation, gender identity or expression, age, pregnancy, childbirth, or related medical conditions, family and medical care leave, military status, or political affiliation, is prohibited and illegal. Harassment includes many forms of offensive behavior and includes harassment of a person of the same protected class as the harasser.

Examples of harassment may include, but are not limited to:

- Sexual, racial, or ethnic slurs, jokes, comments, innuendoes, propositions, threats, or similar verbal behavior or verbal abuse based on any protected characteristic or category
- Prolonged or repeated staring that a reasonable person would find uncomfortable
- Offering employment benefits in exchange for sexual favors or making or threatening reprisals after a negative response to sexual advances
- Graphic verbal commentaries about an individual's body, sexually or racially degrading words used to describe an individual, or suggestive or obscene letters, notes, or invitations
- Displaying or sharing sexually oriented pictures, derogatory posters, cartoons, drawings, suggestive objects, or other similar items based on any protected characteristic
- Unwanted touching, interference with an individual's normal work movements, or assault
- Bullying or cyberbullying behaviors, such as repeated unwelcome teasing, starting or perpetuating false rumors, sending hurtful, harassing, or threatening messages through email, text, or social media, impersonating someone online to harass or hurt another person, or spreading an unflattering or sexually suggestive picture of another person online

In addition, Sempra and the Sempra Companies do not tolerate unlawful discrimination and actively support the anti-discrimination laws and regulations everywhere we conduct business. Examples of discrimination may include, but are not limited to:

- An employee is denied a promotion because the employee's supervisor believes it will interfere with the employee's family obligations
- A qualified applicant in a wheelchair is not hired without consideration of whether the position could be modified
- An employee with a foreign accent is excluded from projects that would give them more visibility

Discrimination and Harassment-Free Workplace Policy

Applicability: All employees of Sempra & the Sempra Companies

Revision date: 3/13/2025



- A minority applicant is hired over a more qualified minority applicant because they have a lighter complexion
- An employee is denied a promotion or given a low performance review due to gender identity, transition, or expression
- An employee is denied the ability to take prayer breaks without consideration of whether an accommodation could be provided
- An employee is denied a promotion or other opportunity due to their age

Responsibility and Accountability

This policy applies to all employees at all levels, at all times. Sempra and the Sempra Companies expect that all employees will:

- Read, understand, and support this policy,
- Ensure their actions contribute to an environment in which everyone is treated with respect and dignity,
- Promptly report any incidents of workplace discrimination or harassment, and
- Avoid bystander behavior by:
 - Not encouraging or supporting inappropriate behavior (make it clear you will not be involved)
 - Directly intervening (say the conduct is unacceptable; defend the victim)
 - Reporting misconduct (do not assume that others will speak up or report an incident)
 - Approaching the victim (acknowledge the behavior is unacceptable; encourage them to seek help)

Supervisory employees will be held accountable for:

- Preventing discrimination and harassment,
- Ensuring that employees are aware of the policy through training and/or policy review,
- Identifying potential concerns,
- Taking prompt and effective corrective action,
- Promptly reporting concerns whenever warranted, and
- Refraining from and preventing retaliation.

Disciplinary action, up to and including termination of employment, will be taken against any employee who engages in behavior that violates this policy.

Internal Complaint Reporting

Employees should report incidents of discrimination or harassment in the following order, to:

- Their supervisor, manager, or director,
- Human Resources Department,
- Sempra's Chief Ethics Officer (Ethics@Sempra.com), or
- Sempra's anonymous Ethics & Compliance Helpline Reporting Options

If the incident involves the employee's supervisor, a report may be made to any other resources on this list.

Raising a concern with a member of management is the same as raising a concern with the company itself

Discrimination and Harassment-Free Workplace Policy

Applicability: All employees of Sempra & the Sempra Companies

Revision date: 3/13/2025



and no member of management should promise an employee that the employee's concerns will be kept confidential. Concerns may be raised anonymously and the identity of the complainant will not be disclosed in the course of the investigation to the extent possible. Sempra and the Sempra Companies will take appropriate corrective action in response to complaints brought to its attention.

No Retaliation

As further outlined in the Ethics & Compliance - Reporting and Investigating Concerns Policy, Sempra and the Sempra Companies will not tolerate any form of retaliation against anyone who reports in good faith a possible incident of harassment or discrimination or cooperates in the investigation of such complaints.

Possible acts of retaliation can include:

- Reprimanding the employee or providing a performance evaluation that is less favorable than it should be
- Transferring the employee to a position with lower compensation or significantly reducing responsibilities
- Engaging in verbal or physical abuse
- Threatening to make or actually making reports to authorities, such as reporting immigration status
- Increasing scrutiny of the employee
- Spreading false rumors
- Sabotaging the employee's ability to perform their job, such as withholding information or omitting the employee from critical meetings

Disciplinary action, up to and including termination of employment, will be taken against any employee who engages in retaliation.

Other Resources

Employees who believe they have been subjected to illegal harassment or discrimination may also file a complaint with the Equal Employment Opportunity Commission (at 800-669-4000) or the equivalent state agency. *Employees who are found to have suffered harassment or discrimination may be entitled to fines or damages, hiring or reinstatement, back pay or promotion, and injunctive relief.

State	State Agency*	Telephone Number
California	California Civil Rights Department	800-884-1684
Louisiana	Louisiana Commission on Human Rights	225-342-6969
Texas	Texas Workforce Commission, Civil Rights Division	888-452-4778

*States in which Sempra or the Sempra Companies do business that are not listed here have no equivalent state agency

Definitions

Sempra Company — A subsidiary as to which Sempra has majority ownership and control