

**Kinder Morgan, Inc.**  
**Human Resources Policy Manual**

# **Equal Employment Opportunity**

(Effective 01/01/2000)

(Revised 01/01/2015)

## **Purpose**

It is the policy of the Company, its business units and affiliates to provide equal employment opportunity (EEO) for all employees and job applicants in accordance with applicable federal and state law. Discrimination or harassment due to race, color, religion, pregnancy, sex, sexual orientation, gender identity, national origin, age, marital status, disability, genetic information, military or veteran status, citizenship status, or other protected category, or in violation of any applicable state law, is prohibited.

## **Scope**

This Policy applies to all US based employees of the Company.

## **Responsibilities**

Employees are responsible for being courteous and respectful of others in all work relationships and for reporting to their supervisor or Human Resources, employment related conduct which they have reason to believe may be unsafe or unlawful.

## **Exceptions**

There are no exceptions to this policy.

This policy does not constitute or imply a contract between the Company and its employees. This Policy creates no Company obligation nor any individual obligation, right, privilege, term, or condition of employment not otherwise established by law. The Company has voluntarily adopted this Policy for its sole and exclusive use and may amend or withdraw it at any time without prior notice.