



Purpose

The intent of this approach is to align to the overarching Human Rights Policy and our core values, and to further articulate our commitment to diversity and inclusion.

Scope

The Company's commitment to diversity and inclusion applies to Company personnel including, but not limited to, Company employees, officers, directors, contractors, and consultants. Our commitment to diversity and inclusion also extends to individuals throughout our value chain, and we use our relationships with our contractors, suppliers and other business partners to encourage the advancement of diversity and inclusion initiatives in our sphere of influence.

OUR APPROACH

How AltaGas defines Diversity and Inclusion

At AltaGas, diversity and inclusion are essential to living our Core Values. We are committed to the diversity of people who bring their individual talents, voices, and passions to help build our community of collaboration, innovation, and success.

We define Diversity as the variety of characteristics, backgrounds, skills, and perspectives that make each one of us unique. When we embrace what defines us individually, we unlock our possibilities as a team, driving personal and organizational success.

We define Inclusion as a culture where our employees experience openness, fairness, and equity. When we invite the full participation of all our employees and nurture an environment of listening, respect, connection, and continual learning, our diversity thrives, and we deliver on open communication, high-quality decision making, innovation and operational excellence.

Our Diversity and Inclusion Commitment

- We believe that diversity of people and thought together with our Core Values enables a culture of innovation which leads to better solutions.
- We appreciate and empower our people, always creating opportunities to help them grow.
- We are never done learning and always seek to improve ourselves.
- We support our colleagues and create an environment where everyone feels welcome and respected.

AltaGas' diversity and inclusion objectives stem from our Core Values, with a focus on employee engagement and community and third-party engagement, supported by effective programming. We support our employees through Employee Resource Groups (ERGs), such as our Women's Leadership Network (WLN), African-American Resource Council (AARC), Latino Empowerment and Diversity (LEAD), Veterans of Washington Gas (VOW), LGBTQIA2S+ Ally (PRIDE), and InspirAsian, to create a better sense of community and provide professional development opportunities for diverse employees. We support our communities through community investment and engagement, including with Indigenous communities, and supplier diversity initiatives.