



## 1. INTRODUCTION

### 1.1. Purpose

**AltaGas** is committed to maintaining a corporate culture that respects the principles aimed at promoting, protecting and supporting internationally recognized human rights. We believe that although governments have the primary duty to protect and ensure fulfillment of human rights, we have a responsibility to respect human rights and can play a positive role in the communities where we operate. This **policy** is guided by the International Bill of Human Rights, including the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social, and Cultural Rights; and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. **AltaGas** monitors applicable law in each jurisdiction in which it operates and develops processes to support compliance with human rights-related legislation in each such jurisdiction. We further communicate our commitment to human rights to our employees via our Core Values (including our Core Value to Invest in our People & Foster Diversity), our Code of Business Ethics, our health and safety policies, and our diversity and inclusion policies and practices – including our Respectful Workplace Policy, among others.

### 1.2. Scope

The **Company’s** commitment to promoting human rights applies to all persons involved in the **Company’s** operations including, but not limited to, **Company** employees, officers, directors, contractors and consultants. Our commitment to respect human rights 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 human rights in our sphere of influence.

## 2. FRAMEWORK

### 2.1. Freedom of Association and Collective Bargaining

**AltaGas** is dedicated to creating a workplace that respects and values all employees and maintains an environment of open and direct communication. The **Company** strives to develop mutually rewarding relationship with employees through fairness, respect and integrity. The **Company** respects freedom of association without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and to bargaining in good faith with such representatives.

## 2.2. Workplace Health, Safety and Security

We operate in a safe, responsible manner respecting the health of our employees, our customers, suppliers, contractors, and the communities in which we operate. The **Company** provides a safe and healthy workplace, complies with applicable safety and health laws, regulations, and internal requirements.

We are committed to maintaining a physical and virtual workplace that is free from violence, harassment, bullying, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained for employee privacy and dignity. The **Company** will not tolerate violence or threats of violence and takes reasonable measures to provide a safe and healthy workplace.

## 2.3. Diversity and Inclusion

**AltaGas** values and advances diversity and inclusion in the workplace. The **Company** is committed to equal opportunity to all employees and job applicants alike and does not tolerate discrimination or harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. We believe that individuals must be treated fairly and equally in all employment related decisions and that these decisions must be based on qualifications, performance, skills and experience.

## 2.4. Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market. Our compensation philosophy is clearly communicated to employees and we operate in full compliance with applicable wage, work hours, overtime and benefits laws.

## 2.5. Forced Labor, Human Trafficking, Child Labor

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. We do not employ individuals that are under 18 years of age for positions in which high risk work is required. We ensure that any individuals under 18 years of age employed by the Company are well supervised and employed in compliance with all applicable labor laws.

## 2.6. Suppliers and Contractors

**AltaGas** prioritizes a strong and diverse supplier network which supports our goal of making a positive contribution in the communities where we do business. We expect our suppliers to respect human rights and align with applicable international and domestic standards, and we endeavor to use suppliers whose corporate values are consistent with ours while providing the right material or service at the right place, at the right time, and for the best value. We require contractors to respect our Code of Business Ethics and other key policies, including our Environment, Health and Safety Policy, Respectful Workplace Policy, and Reporting Concerns and Anti-Retaliation Policy. We see relationships with our suppliers as an opportunity to share best practices and to promote continual learning and improvement with respect to human rights.

## 2.7. Rights of Indigenous Peoples

**AltaGas** respects the rights of indigenous peoples and their relationship to the lands, waters and ecosystems that may be affected by our business activity. **AltaGas** recognizes the important role which business has in fostering reconciliation with Indigenous Peoples as outlined in the *Truth and*

*Reconciliation Commission: Call to Action 92 "Business and Reconciliation."* In this spirit, **AltaGas** will also strive to implement the *United Nations Declaration on the Rights of Indigenous Peoples* (UNDRIP), as applicable under law. Where appropriate, we are committed to engaging in dialogue with Indigenous groups when developing, operating and decommissioning energy infrastructure on or in proximity to lands where they exercise rights and interests.

## 2.8. Communities and Stakeholders

**AltaGas** recognizes and accepts our responsibility to the communities we serve, through acting as trusted partners and through involvement and support for community activities. We respect the rights of people in communities in which we operate. The **Company** will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. **AltaGas** will strive to ensure that our communications with governments, regulatory bodies and public authorities are consistent with our human rights commitments, as stated herein.

## 3. GUIDANCE

### 3.1. Consequences for Non-Compliance

Abiding by the standards outlined in this policy is a condition of your continued relationship with **AltaGas**. For employees, failure to observe the standards set forth in this **policy** may result in disciplinary action, up to and including termination of employment for cause and may also impact your performance assessment and compensation, including incentive compensation. For consultants, contractors and contingency workers, failure to observe the standards set forth in this policy may be considered a breach of contract resulting in termination of the contract.

### 3.2. Reporting Concerns

We are committed to identifying, preventing, and mitigating adverse human rights impacts related to our business activities. We expect our employees and contractors, as well as community stakeholders, to bring human rights concerns to our attention. If you have questions about this **policy** or if you would like to report a potential violation of this **policy**, you can talk to your leader, a member of the Compliance team, the Chief Legal Officer, or the Chief Human Resources Officer. If you are uncomfortable raising your concerns with these people, or if you are a community stakeholder, customer, contractor, supplier or other concerned party reporting from outside the **Company**, you can also contact the confidential and anonymous ethics hotline: (844) 703-8114 or [www.altagas.ethicspoint.com](http://www.altagas.ethicspoint.com). Retaliation for raising concerns in good faith is prohibited.

## 4. DEFINITIONS

In this **policy**, the following terms are used and described below:

"**AltaGas**" or "**we**" or the "**Company**" means AltaGas Ltd. and includes its subsidiaries and affiliates.

"**policy**" means this Human Rights Policy.

## 5. REFERENCES AND RELATED DOCUMENTS

- Code of Business Ethics
- Respectful Workplace Policy
- Environment, Health and Safety Policy
- Indigenous Engagement Guidelines

## 6. ADMINISTRATION

Effective Date:	July 28, 2021
Date Last Reviewed:	July 28, 2021
Approved By:	Board of Directors
Responsible Administrator ( <b>Owner</b> ):	Chief Human Resources Officer
Review Cycle:	Annually
Framework Level:	Level 1

Amendments to this policy, other than those of an administrative nature, require Board approval.