

# ***Human Resources Policy***

## **Equal Employment Opportunities**

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### **POLICY STATEMENT**

Constellation adheres to a policy of nondiscrimination in all its employment policies and practices including recruiting, hiring, training, benefits, promotions, transfers, and treatment on the job.

### **POLICY INTENT**

Constellation is committed to providing equal employment opportunities to all applicants and employees regardless of race, color, religion, gender, age, national origin, ethnicity, marital status, sexual orientation, gender identity or expression, disability, protected veteran status, or other legally protected characteristic, as applicable.

### **APPLICABILITY**

This policy applies to all employees of a Constellation subsidiary, affiliate or related company as well as individuals not employed by Constellation while on Company property.

### **IMPLEMENTATION**

Constellation has a Policy Against Discrimination, Harassment, and Retaliation (HR-AC-72) and a Policy Against Sexual Harassment (HR-AC-73) that prohibit discrimination against employees and applicants for employment by any person, including supervisors, co-workers, customers, suppliers, or vendors and a Policy on Workplace Accommodations (HR-AC-12) that prohibits discrimination based on and provides for reasonable accommodation of disability, religion, or pregnancy. Constellation also prohibits retaliation against any employee or applicant for employment because that person raises concerns of discrimination or for their lawful participation in a matter involving an allegation of discrimination.

Constellation prohibits harassment, intimidation, threats, coercion, or discrimination of employees and applicants for employment because they have engaged in the filing of a complaint, or because they have assisted or participated in an investigation, compliance review, hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, both as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity.

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Constellation will recruit, hire, train and promote qualified individuals for all job classifications without regard to race, color, religion, gender, national origin, ethnicity, sexual orientation, gender identity or expression, age, marital status, disability, or protected veteran status. All personnel actions and programs, including but not limited to compensation and benefits, transfers, retirements, educational assistance, training, social and recreational programs will be administered equitably and without discrimination toward any employee. It is Corporate Policy to provide equal employment opportunity to all qualified applicants and employees, basing all decisions on the qualifications and experience required for the position.

Constellation will not discharge or in any manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with Constellation's legal duty to furnish information.

An applicant for employment who believes that discrimination has occurred should immediately contact either the recruiter or the Ethics Office. An employee who believes that discrimination has occurred should immediately contact either a supervisor, Human Resource representative, or the Ethics Office. A manager or supervisor who becomes aware of an action or condition that may be discriminatory should promptly contact Human Resources to discuss and take appropriate actions.

We all have the responsibility to report – promptly and in good faith – any activity that may violate the Constellation Code of Business Conduct or any other applicable laws, rules or regulations. There are a number of options for reporting possible violations to the Ethics Office: By phone, 1-844-927-2282; By email, [EthicsOffice@Constellation.com](mailto:EthicsOffice@Constellation.com); Via web portal, [Constellation Ethics Help Line](#). Nothing in this policy or any other Constellation policy prohibits or limits any employee from filing a claim or charge with, reporting possible violations of law or regulation to, providing information directly to, responding to any inquiry from, participating in any investigation or proceeding by, providing testimony before, or otherwise communicating with Congress, the Department of Justice, any Inspector General, any other self-regulatory organization or any other governmental, law enforcement, or regulatory authority, including but not limited to the Equal Employment Opportunity Commission, National Labor Relations Board, Federal Energy Regulatory Commission, Nuclear Regulatory Commission, or Securities Exchange Commission, regarding any suspected violations of law or regulation. Employees do not need to notify or seek permission from the Company before engaging in any such activity. However, in connection with any such activity, employees must inform such authority if the information that they are providing is confidential. Additionally, the ability to disclose information may be limited or prohibited by applicable law. The Company does not

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consent to disclosures that would violate applicable law. For more information, see ***Speak Up Policy*** (LE-AC-206).

## **CONSTELLATION CORPORATE POLICY REFERENCE**

HR-AC-72: Policy Against Discrimination, Harassment, and Retaliation

HR-AC-73: Policy Against Sexual Harassment

HR-AC-63: Equal Employment Opportunities Programs

HR-AC-12: Policy on Workplace Accommodations

LE-AC-206: Speak Up Policy