



February 2017

To: WGL Employees

Re: Fair Employment Practices Policy Statement

Dear Colleagues:

Each person has the legal right to be treated fairly and work in an environment that is free from harassment and discrimination. At WGL, we take these rights very seriously. Our Company is committed to compliance with all federal, state, and local laws and regulations regarding fair employment practices.

Accordingly, WGL policy prohibits employee and applicant discrimination and harassment. Specifically, our objective is to recruit, hire, train and promote the most qualified persons without regard to race, ethnicity, religion, gender, age, national origin, marital status, sexual orientation, gender identity, family responsibilities, matriculation, physical or mental disabilities, political affiliation, or status as a protected veteran. WGL also prohibits discrimination against employees based on their compensation inquiries, discussions, or disclosures.

As Chief Executive Officer, I am responsible for directing the Company in the fulfillment of the objectives of the Fair Employment Practices Policy Statement ("Policy"). I have designated Luanne S. Gutermuth, Senior Vice President, Shared Services and Chief Human Resource Officer ("CHRO"), as the equal employment opportunity coordinator for the Company. Ms. Gutermuth and the Human Resources/Talent Management & Development staff are responsible for implementing and guiding our equal employment opportunity and affirmative action objectives.

Your assistance is required as well. To support our corporate vision and values, we must build an environment of openness and mutual respect, where we can be our best and grow in our jobs. The hostile atmosphere that may be created by any form of discriminatory harassment, the use of disparaging or offensive remarks or actions, unwelcome sexual advances or requests for sexual favors, and other such conduct, does not belong in our workplace. Instead, we embrace differences with our focus on diversity and inclusion, working in partnership with each other.

I thank each of you for your support of and commitment to this essential Policy.

Sincerely,

A handwritten signature in black ink, appearing to read 'Terry D. McCallister', written in a cursive style.

Terry D. McCallister  
CEO and Chairman of the Board