



Equal Opportunity & Non-Discrimination

Energy Transfer is an equal opportunity employer that does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or any other characteristic protected by applicable law (including affiliation with someone in a protected class). This policy covers all employees and applicants of the Company. This policy applies to all employment decisions and terms and conditions of employment, including but not limited to recruitment, hiring, placement, promotion, transfer, training, development, compensation, benefits, demotion, discipline and termination. The Company will not tolerate any discrimination prohibited by this policy by anyone at work or engaged in Company business, which includes work-related activities such as conventions, seminars, or social events. Additionally, the ADA requires we provide reasonable accommodations so an individual with a disability can perform the essential functions of the job, complete the job application process and enjoy equal access to benefits and privileges of employment.

All employees must comply with this policy and have a responsibility to promptly report any suspected violations of this policy. Any employee who believes this policy has been violated should immediately report it to his/her supervisor, a Human Resources representative, any manager, the Executive Vice President and Chief Human Resources Officer or the EthicsPoint Confidential Helpline.

Ethics Helpline

Energy Transfer has an anonymous and confidential third-party administered helpline, EthicsPoint, that is available 24 hours a day. Any person – an employee, former employee, whistleblower or concerned citizen – can report instances of possible non-compliance. There is an established process for appropriately handling reports. All reports are escalated to the Chief Compliance Officer, the Office of Ethics and Compliance, Human Resources and the Internal Audit Group and then investigated and promptly resolved. The Code of Business of Conduct and Ethics is clear that retaliation will never be tolerated for anyone raising a possible compliance issue in good faith. The company does not allow any form of retaliation against employees based upon their use of the helpline or reporting of any violations of the law or company policies.