



## Equal Opportunity and Affirmative Action Policy Statement

It is the policy of Beltline Electric to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, protected veteran, disabled status, gender identity, or sexual orientation. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all Beltline Electric-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by Beltline Electric where appropriate.

As part of Beltline Electric's equal employment opportunity policy, Beltline Electric will also take affirmative action as called for by applicable laws to ensure that qualified veterans and disabled persons are introduced into our workforce and considered as promotional opportunities arise. Cody Wiles, Vice President, Operations, fully supports Beltline Electric's equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment or intimidation because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state, or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state, or local law requiring equal opportunity.

The above-mentioned policies shall be periodically brought to the attention of supervisors. It is the responsibility of each supervisor of Beltline Electric to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

Morgan Harris, Sr. HR Generalist, has been assigned to direct the establishment of and to monitor the implementation of personnel procedures to guide our affirmative action program throughout Beltline Electric. Morgan Harris, Sr. HR Generalist will have responsibility to review and update Beltline Electric's affirmative action plan annually, including responsibility for the audit and reporting system. A notice explaining Beltline Electric's policy will remain posted.

The Protected Veterans and Individuals with Disabilities Narrative Affirmative Action Plans are available for inspection by any employee or applicant for employment Monday through Friday during normal business hours by contacting Morgan Harris, Sr. HR Generalist at [m.harris@stategroup.com](mailto:m.harris@stategroup.com). Any questions or concerns regarding the plans or equal opportunity at any of our sites should be directed to Morgan Harris, Sr. HR Generalist.

**Cody Wiles**

Vice President, Operations

07/14/2025

Date