

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, or protected veteran status.

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 for raising 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, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Executive Order 11246, all as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity.

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

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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. 41 CFR 60-1.35(c)

An employee or applicant for employment who believes that he or she has experienced some form of discrimination should immediately contact either his or her supervisor or Human Resource representative. 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: By phone, 1-800-233-8442; By email, EthicsOffice@Constellation.com; Via web portal, [Constellation Ethics Help Line](#). This responsibility does not intend to imply any constraints on the exercise of an employee's rights to report a concern to enforcement authorities including, but not limited to the Equal Employment Opportunity Commission, the Federal Energy Regulatory Commission, the Nuclear Regulatory Commission and the Securities and Exchange Commission. For more information, see Management Model Procedure LE-AC-204, Reporting Potential Violations of the Code of Business Conduct.

Constellation is committed to taking affirmative action to ensure equal employment opportunities in its workforce. Constellation maintains affirmative action programs, which are outlined in both Functional and Establishment Affirmative Action Plans.