



## Equal Employment Opportunity Policy Statement

Kinder Morgan, Inc., its business units and affiliates (“the Company”) is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is the policy of Kinder Morgan to provide equal employment opportunities for all employees and applicants in accordance with applicable federal and state laws. Discrimination or harassment against any employee or applicant on the basis of the following protected categories is prohibited:

- Race
- Color
- Religion
- Sex
- Pregnancy
- Gender (including gender identity and expression)
- Sexual Orientation
- National Origin
- Ancestry
- Citizenship Status
- Age
- Physical or Mental Disability
- Medical Condition
- Genetic Information
- Marital Status
- Military or Veteran Status
- Family Status
- Status as an individual authorized to work in the U.S.
- Any other status protected by law

Further, we will take affirmative action to employ and to advance in employment all persons without regard to their protected veteran status or disability and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruiting, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay, or other forms of compensation and selection for training, including apprenticeship, at all levels of employment. Furthermore, the company will provide reasonable accommodation for religious reasons, pregnancy, and to qualified applicants and employees with a disability, as required by law.

We have designated the Vice President and Chief Administrative Officer and the Vice Presidents of Human Resources the responsibility to ensure dissemination and implementation of equal employment opportunity and affirmative action policies throughout all levels of the company. The Affirmative Action Plan for Individuals with Disabilities and Protected Veterans is available for review upon request by any employee or applicant by contacting, Mike Pitta, Vice President and Chief Administrative Officer at 713-369-8456, Mark Smith, Vice President, Human Resources at 713-420-2628, or Dom Lanzillotti, Vice President, Human Resources at 713-420-4558.

Kinder Morgan will not tolerate any form of prohibited harassment or discrimination from any person associated with or employed by the Company. Furthermore, any form of retaliation, harassment, intimidation, threats, coercion, or discrimination against any person employed by the Company for reporting prohibited harassment and/or discrimination or participating in a protected activity will not be tolerated. Any person who believes that he or she has been subjected to harassment or discrimination or has witnessed harassment or discriminatory actions should immediately bring such actions to the attention of his or her supervisor or human resources representative. Employees may also contact Mike Pitta, Mark Smith, or Dom Lanzillotti at the phone numbers listed above. If they wish, employees may remain anonymous by making a report through the Kinder Morgan Ethics Hotline at 866-293-2402. All reports of harassment and discrimination will be treated seriously and will be investigated.

The Company remains committed to maintaining an environment that ensures the fair treatment of each employee and applicant and that is conducive to making Kinder Morgan the premier energy infrastructure company in North America.

Kimberly A. Dang  
Chief Executive Officer

Thomas A. Martin  
President – Kinder Morgan, Inc