

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy and practice of the Company to provide equal employment opportunities to all employees and applicants without regard to race (including traits historically associated with one's race, such as hair texture and protective hairstyles), color, age, sex, sexual orientation, marital status, registered domestic partner or civil union status, medical condition, gender (including transgender), gender identity and gender expression, creed, religion (including religious dress and grooming practices), national origin (including where applicable language use restrictions and possession of a driver's license issued under California Vehicle Code section 12801.9), ancestry, citizenship status, pregnancy, childbirth, physical or mental disability, veteran status, performance of military service, genetic information, political activity or affiliation, status as a victim of domestic violence, assault, or stalking or any other classification protected by applicable federal, state, or local laws (collectively, "EEO Protected Traits"). In addition, the Company complies with applicable state and local law governing nondiscrimination in employment in every location in which the Company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. The Company treats all employees and applicants, whether or not they are members of a protected group, equally according to their individual qualifications, ability, experience, and skills. This policy extends to all aspects of our employment practices, including but not limited to, recruiting, hiring, job assignment, discipline, firing, promoting, transferring, compensation, benefits, training, leaves of absence, termination, and other terms and conditions of employment. The Equal Employment Opportunity (EEO) Officer for Walter P Moore is:

Michelle Perry

CHRO, EEO Officer

1301 McKinney — Suite 1100

Houston, TX 77010

713.630.7300

While it is not a factor in the terms and conditions of employment, the Company will also track all employees and applicant's race or ethnicity. If you chose not to self-identify either your race or ethnicity the Company will determine this information by visual survey and/or other available

information. If you have any questions about this policy or would like to report a concern about discrimination

or harassment, contact your supervisor, any other member of management, or the EEO Officer.

If you prefer, you may also contact the Ethics Hotline at 855-858-3344.