

Statement on Human Rights

Introduction

At ONE Gas, Inc. (“ONE Gas” or the “Company”), our mission is to deliver natural gas for a better tomorrow. We are committed to an inclusive, safe and ethical workplace as demonstrated within our Code of Business Conduct and Ethics, Supplier Code of Business Conduct and Ethics, Equal Employment Opportunity Statements, and our other human resources policies. In alignment with our mission and as a part of our ongoing sustainability efforts, we have developed this Human Rights statement to reaffirm the expectations for our employees, business partners, contractors, suppliers, and vendors (“Suppliers”) of doing business as they relate to certain legal requirements, ethical practices and human rights.

Purpose

ONE Gas respects and supports human rights, no matter where a person calls home. We strive to foster an inclusive and respectful workplace. We expect our employees and Suppliers throughout our supply chain to adopt, enforce and comply with all applicable laws, rules, and regulations.

Therefore:

- We will not utilize or participate in the exploitation of workers, or forced or involuntary labor, including human trafficking.
- We will adhere to minimum age provisions in support of the elimination of child labor. We will not employ persons under the age of the minimum age provisions of any jurisdiction in which we do business.
- We will comply with all applicable federal, state and local labor standards and wage and hour laws.
- We will treat all employees with dignity and respect.
- We will adopt and promote policies and practices regarding non-discrimination, anti-harassment, equal employment opportunities, and the proper investigation of good faith complaints. Consistent with our Code of Business Conduct and Ethics, we do not tolerate unlawful discrimination, harassment or violence in our workplace.
- We will respect our employees’ rights to associate, self-organize, form, join or assist labor organizations, along with the right to bargain collectively through representatives of their choosing regarding wages, hours, and working conditions or to refrain from engaging in such activities.
- We will hire without regard to race, religion, color, sex, national origin, age, sexual orientation, gender identity or expression, disability, military status or other categories protected by applicable laws and prohibit unlawful discrimination and harassment.

ONE Gas further expects its Suppliers to support and uphold ONE Gas’ commitment to human rights as outlined above and in the ONE Gas Supplier Code of Business Conduct and Ethics.

Employee Safety

The safety of employees, suppliers and the public is the highest priority of ONE Gas. Safety is more than our number one value. It’s the foundation of who we are and drives everything we do as a company. We expect our employees and Suppliers to operate safely and in an environmentally responsible manner and to report a workplace condition that may be unsafe.

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Violence-Free Workplace

We are committed to providing a violence-free workplace. Threats or assaults made directly, or indirectly, towards any worker, customer, or any other individual, will not be tolerated regardless if it is during or outside of work hours.

Inclusion and Diversity

At ONE Gas, we stand for inclusion and diversity and recognize the value of every employee's voice and unique perspective. We believe in listening to understand and learning from what we hear. As a leader in our industry and the communities we serve, we are committed to listening, learning and leading.

Discrimination

Discrimination has no place in workplace decisions. We will:

- Recruit, promote and support the professional development of a diverse workforce;
- Hire without regard to race, religion, color, sex, national origin, age, sexual orientation, gender identity or expression, disability, military status or other categories protected by applicable laws;
- Train, promote and compensate based on the ability, achievement, experience and conduct of the employee without regard to race, religion, color, sex, national origin, age, sexual orientation, gender identity or expression, disability or military status or other categories protected by applicable law; and
- Embrace the diversity of each other's talents, abilities and experiences.

Harassment

Harassment of any person, including but not limited to ONE Gas employees and the personnel of any Supplier will not be tolerated in maintaining a workplace environment consistent with our values. We prohibit harassment of or by employees, in any manner, including on the basis of sex (with or without conduct), race, religion, color, national origin, age, sexual orientation, gender identity or expression, disability or military status. Suppliers must commit to providing employees with a work environment free from harassment, intimidation, and other inappropriate behavior.

Reporting

Everyone has the responsibility to ask questions, seek guidance, report suspected violations and express concerns to the Compliance and Ethics Department. Anyone who knows or believes any employee, Supplier, or representative of ONE Gas has engaged or is engaging in conduct that violates applicable law or applicable policies should report such information immediately. Policy violations are taken seriously; therefore, all good faith complaints and allegations of illegal or unethical conduct will be investigated.

To report a potential violation, contact the Compliance and Ethics Department using one of the methods below:

- Email: OGS.compliance-ethics@onegas.com
- Call the Compliance and Ethics Helpline: 855.654.5560
- Use the Web-based System: [Ethics.ONEgas.com](https://ethics.onegas.com)

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Note that employees can use either the toll-free Helpline above or the internet-based system if they wish to remain anonymous.

Applicable Policies

This Human Rights Policy was created to align with:

- Affirmative Action and Equal Employment policy
- Eligibility for Employment policy
- Harassment policy
- ONE Gas Code of Business Conduct and Ethics
- ONE Gas Suppliers Code of Business Conduct and Ethics