

Equal Employment Opportunity Policy

Security Classification: Unclassified	Page 1 of 7	Uncontrolled When Printed
Owner: Human Resources		
CREW Doc No: HUR-CPL-POL-000007	Legacy Doc No: CORP-HR-BNPCMP-POL-000894	

Equal Employment Opportunity Policy



Controlled Document Type: Policy

Security Classification: Unclassified

Page 2 of 7

Uncontrolled When Printed

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1.0 Objective

The objective of this Policy is to establish how Cheniere Energy, Inc. commits to Equal Employment Opportunity (EEO).

2.0 Scope

This Policy applies to all Employees of Cheniere Energy, Inc. and its subsidiaries excluding Cheniere Marketing Ltd. (Company).

2.1 Location

US, Singapore, and China

2.2 Processes and Technologies

N/A

2.3 Exceptions

There are no exceptions.

3.0 Policy

The Company is committed to EEO and to compliance with all federal, state, and local laws that prohibit workplace discrimination, harassment, and unlawful retaliation. The Company strictly prohibits all discrimination based on the following:

- Race
- Ancestry
- Color
- Age
- National origin
- Ethnicity
- Religious creed or belief
- Sickle cell trait
- Physical or mental disability
- Marital or familial status

Security Classification: Unclassified	Page 3 of 7	Uncontrolled When Printed
Owner: Human Resources		
CREW Doc No: HUR-CPL-POL-000007	Legacy Doc No: CORP-HR-BNPCMP-POL-000894	

Equal Employment Opportunity Policy



Controlled Document Type: Policy

- Family responsibilities
- Matriculation
- Genetic information
- Military or veteran status (including the status of veterans who attend certain medical appointments)
- Political activity or affiliation
- Sex (including pregnancy, childbirth, breastfeeding, or related medical condition)
- Gender (including gender identity and gender expression)
- Personal appearance
- Sexual orientation
- Citizenship status
- Protected activity (such as opposition to or reporting of prohibited discrimination or harassment)
- Any other status or classification protected by applicable country, federal, state, and, or local laws

As set forth more fully herein, the Company shall also make reasonable accommodations for disabled applicants and Employees and for the sincerely held religious beliefs of applicants and Employees depending upon individual circumstances.

This commitment extends to all areas of Personnel actions, including but not limited to the following:

- Recruiting
- Hiring
- Training
- Evaluation
- Promotion
- Transfer
- Work assignments
- Accommodation requests

Security Classification: Unclassified	Page 4 of 7	Uncontrolled When Printed
Owner: Human Resources		
CREW Doc No: HUR-CPL-POL-000007	Legacy Doc No: CORP-HR-BNPCMP-POL-000894	

Equal Employment Opportunity Policy



Controlled Document Type: Policy

- Requests for leave
- Compensation
- Benefits
- Disciplinary actions
- Layoffs
- Discharges
- Terminations
- Participation in Company activities
- Programs
- Events
- Any other terms, conditions, or privileges of employment

The Company shall take seriously and shall investigate promptly and thoroughly all complaints of discrimination, harassment, or retaliation, as outlined in the Complaint Procedure section of the Company's *Discrimination and Harassment Policy*.

The Company requires its Personnel to act in conformity with the principles outlined in this Policy through strict adherence to the above statements and recognizes that the effective application of equal opportunity in employment includes more than a non-discriminatory Policy statement.

3.1 Accommodating Disabilities

The Company complies with the Americans with Disabilities Act (ADA), the Equality Act 2010, the Employment Promotion Law of the PRC, and the Regulation on Employment of the Disabled, etc. as amended, as well as any applicable country, federal, state, and local laws requiring reasonable accommodations for qualified individuals with disabilities. The Company shall make reasonable accommodations for qualified applicants and qualified Employees with known disabilities in order to allow the applicant to participate in the application process or to allow the Employee to perform the essential functions of the job and, or enjoy equal benefits and privileges unless providing such accommodation would result in an undue hardship to the Company.

If you need a reasonable accommodation to enable you to participate in the application process, to assist you in performing the essential functions of your job, and, or to enable you

Security Classification: Unclassified	Page 5 of 7	Uncontrolled When Printed
Owner: Human Resources		
CREW Doc No: HUR-CPL-POL-000007	Legacy Doc No: CORP-HR-BNPCMP-POL-000894	

Equal Employment Opportunity Policy



Controlled Document Type: Policy

to enjoy equal employment opportunities, contact a Human Resources Representative to request such an accommodation. You should describe the job-related challenge and identify the reasonable accommodation(s) you believe you will need. The Company will then engage in an interactive process with you to determine effective reasonable accommodations, if any that can be made in response to your request. In some situations, the Company may need additional information (e.g., information from your medical provider to establish that you have a disability as legally defined in your jurisdiction and that the disability necessitates an accommodation). If more than one reasonable accommodation exists, the Company shall make the final decision as to the available reasonable accommodation provided.

3.2 Accommodating Bona Fide Religious Beliefs

The Company will make reasonable accommodations for applicants' and employees' sincerely held religious beliefs, including, for example, providing time off for religious holidays and exceptions to dress, uniform, and grooming practices, unless doing so would cause an undue hardship on Company operations. If you desire a religious accommodation, make the request in writing to your supervisor as far in advance as possible.

3.3 Policy Conflict and Non-compliance

In the event of a conflict between this Policy and related supporting documents (e.g., Procedures, Instructions, and Guidelines), the requirements in this Policy shall take precedence.

Non-compliance with the requirements in this Policy may result in disciplinary action, up to and including termination of employment.

4.0 Policy Governance

The Chief Human Resources Officer is the owner of this Policy and shall be accountable for ensuring compliance with Records and Information Management & Standards policies. The Company holds all property rights while owners have management accountability.

5.0 Recordkeeping

This Policy and all records generated from this Policy shall be managed and retained during their lifecycle according to the *Information Management Policy* and the *Records Retention Schedule*.

Security Classification: Unclassified	Page 6 of 7	Uncontrolled When Printed
Owner: Human Resources		
CREW Doc No: HUR-CPL-POL-000007	Legacy Doc No: CORP-HR-BNPCMP-POL-000894	

6.0 References

6.1 Regulatory

- Americans with Disabilities Act of 1990
- Title VII of the 1964 Civil Rights Act
- Age Discrimination and Employment Act
- 42 U.S.C. §1981
- Equality Act 2010

6.2 External to Company

N/A

6.3 Internal to Company

- *Discrimination and Harassment Policy*
- *Information Management Policy*
- *Records Retention Schedule*

7.0 Definitions

Term/Acronym	Definition
ADA	Americans with Disabilities Act
Company	Cheniere Energy Inc. The word Company wherever used in documents specified or referenced herein shall mean Cheniere, and its subsidiaries.
EEO	Equal Employment Opportunity