

## **EQUAL EMPLOYMENT OPPORTUNITY – A STATEMENT OF POLICY**

This Equal Employment Opportunity Policy Statement affirms the commitment of Central Hudson Gas & Electric Corporation ("Central Hudson" or "the Company") to provide equal employment opportunities for all employees and job applicants. Central Hudson prohibits discrimination and harassment and affords equal employment opportunities without regard to race, creed, color, ethnicity, arrest or conviction record, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, citizenship, genetic information, familial status, marital status, pregnancy-related condition, domestic violence victim status, veteran or military status, or any other characteristic protected by federal, state or local laws. The Company ensures that all employment decisions are based only on valid job requirements. Central Hudson's Equal Employment Opportunity Policy and the principles herein apply to all aspects of employment, including recruiting, hiring, separations, training, evaluating performance, administering compensation and benefits, and other terms and conditions of employment.

Sharon McGinnis, Chief Human Resources Officer, has been appointed as the Affirmative Action Administrator with responsibility to maintain and implement the Company's Affirmative Action Plan and to ensure that the coordination, direction and review of equal employment opportunity policies, practices and programs are accomplished. Sharon McGinnis is also responsible for making reports to senior Company management on the Company's equal employment efforts on a periodic and continuing basis.

It is a violation of Company policy for any employee to engage in any harassment, including sexual harassment. Complaints of harassment of any type, including sexual harassment, should be brought to Sharon McGinnis' attention.

Employees and applicants shall not be subjected to harassment, including sexual harassment, intimidation, threats, coercion, or discrimination because the employee or applicant has engaged in or may engage in any of the following activities:

1. Filing a complaint;
2. Assisting or participating in an investigation, compliance evaluation, hearing, or any other related activity;
3. Opposing any act or practice made unlawful by these laws;
4. Exercising any other right protected by these laws or implementing regulations.

Further, all complaints of discriminatory treatment in violation of this Policy should be brought to the attention of Sharon McGinnis, Chief Human Resources Officer, at (845) 486-5769 so that an internal investigation may be undertaken and any necessary appropriate corrective action may be taken. Employees may also report any violation of this Policy to General Counsel, Joseph Koczko. Employees and applicants will be protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation based on violation of this Policy.

As part of this Equal Employment Opportunity Policy, Central Hudson will not condone or permit retaliation that is taken or threatened towards any employee who has made or filed a complaint concerning discriminatory treatment or harassment. Central Hudson encourages employees to report all incidents of actual, potential, or suspected discrimination or harassment. Violations of this Policy, regardless of whether an actual law has been violated, will not be tolerated. Any acts of retaliation against an individual for having brought forward a complaint, assisted or participated in an investigation, opposed any act or practice made unlawful by applicable laws or exercised any other right protected by applicable laws is prohibited by this Policy. Central Hudson will promptly, thoroughly, and fairly investigate every complaint or incident that is brought to its attention in this area and take appropriate corrective action as needed, up to and including termination of employment. The specific reporting mechanism for any complaint concerning violation of this Policy is outlined in the Company's Policy on Reporting Allegations of Suspected Improper Conduct and Wrongdoing ("Speak Up Policy").

We must all realize that it is the responsibility of each and every employee of Central Hudson to give the Company's Policy of equal employment opportunity real meaning and full support.



Steph Raymond  
President and Chief Executive Officer

*The Affirmative Action Plan for Protected Veterans and Individuals with Disabilities is available to any employee or applicant for inspection in Human Resources during core business hours.*