



Upper Peninsula Power Company

1002 Harbor Hills Drive

Marquette, MI 49855

www.UPPCO.com

Equal Opportunity Policy Statement

Upper Peninsula Power Company (UPPCO) is committed to high ethical standards and maintaining a work environment characterized by respect for all including equal employment opportunity for all individuals without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, genetic information, disability, veterans' status, or any other protected class. UPPCO will cooperate fully with all applicable state, federal and local laws, regulations, and executive orders in all our employment policies, practices, and decisions. Employees and applicants are to be provided with full and fair opportunity for employment, career advancement and access to programs and opportunities.

UPPCO is committed to a welcoming and inclusive environment dedicated to the values of equal opportunity and expressly prohibits any form of workplace harassment or discrimination. All employees are expected to comply with UPPCO's anti-harassment and anti-discrimination policies and improper interference with the ability of UPPCO's employees to perform their job duties by violating these policies may result in discipline up to and including discharge. We expect all employees to demonstrate respect for all other employees, customers, vendors, contractors, etc. It is imperative that all employees act in a manner that is consistent with UPPCO's policies.

For more information on UPPCO's commitment to harassment and discrimination prevention, please see the following UPPCO policies:

Harassment Free Workplace Policy

Equal Opportunity Policy

Employees are asked to communicate any questions or concerns with their leader or with Human Resources.

Thank you for your commitment to supporting the spirit of these policies.

A handwritten signature in black ink, appearing to read "Gradon Haehnel". The signature is written in a cursive, flowing style.

Gradon Haehnel,
Chief Executive Officer

December 15, 2023