

# Social Responsibility



We Energize Life  
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## Fair Treatment

Equal Employment Opportunity (EEO) Policy – It is OGE Energy Corp.'s policy to provide equal employment opportunity for all employees and applicants without regard to race, ethnicity, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status and to ensure affirmative action is taken in fulfillment of this policy. This commitment applies to all of our employment practices, including, but not limited to:

- Recruiting, hiring, promotion, transfer, demotion, layoff, termination and training
- Treatment during employment
- Rates of pay or other forms of compensation and benefits
- Selection for training including apprenticeship and on-the-job training, as applicable

## Harassment

At OGE Energy Corp. we believe employees should be treated with respect and that our work environments should be free from harassment and discrimination. The company's commitment is simple: harassment directed towards any person for any reason is prohibited.

It is the policy of the company to prohibit harassment directed toward anyone on company property or while conducting company business. The company will take prompt corrective action for violations of this policy. To enforce this policy, the company relies on the full cooperation of employees to bring any incident to its immediate attention.

## Non-Retaliation

The company prohibits any form of retaliation against employees for bringing complaints in good faith or cooperating in an investigation. Employees who believe they are being retaliated against should report it immediately.

## OGE mPOWERLINE Overview

The OGE mPOWERLINE is a convenient and confidential way for employees to provide feedback, report misconduct, or to raise concerns or potential violations related to ethics, safety, and compliance issues. All reports are handled promptly and confidentially.

## Our Commitment

All ethics-related submissions to the OGE mPOWERLINE (online or by telephone) will be thoroughly investigated with results reported to the OGE Energy Corp. Board of Directors Audit Committee. Employees are asked to provide enough details to allow the company to investigate the situation thoroughly and address/resolve the issue. General comments, opinions or observations will be delivered in a report to executives.

The nature and severity of the ethics reports we receive at OGE vary widely and can include items such as an alleged theft of material, an alleged violation of a policy, among a number of other potential issues. Regardless of the report type, when our investigation determines that an ethics report is substantiated, we are committed to ensuring action is taken. These actions range from simple coaching conversations to more punitive disciplinary actions, up to and including termination. Experience shows us that when we demonstrate our willingness to take action on substantiated reports, our employees are more likely to be comfortable utilizing the available ethics reporting tools, further enhancing the company's ability to fulfill our commitment to integrity.