

NATIONAL FUEL GAS COMPANY SUPPLIER DIVERSITY FRAMEWORK

Purpose:

The purpose of the National Fuel Gas Company Supplier Diversity Framework is to support regulatory reporting requirements to which the Company is subject to, identify and encourage diverse suppliers to participate in National Fuel's procurement efforts along with other entities, and create a positive economic impact in the communities served by National Fuel or otherwise located within the footprint where National Fuel conducts its operations.

Objectives:

National Fuel is committed to fairly considering and, when appropriate, utilizing Diverse Suppliers to support the Company's strategic sourcing of goods and services. Diverse Suppliers that seek to do business with National Fuel must provide high-quality goods and services that are competitively priced, reliable and conform to a specified business need.

Framework:

National Fuel is committed to building a strong Supplier Diversity Framework that consists of internal and external deliverables to help sustain program success for all stakeholders.

This framework aims to provide:

- **Oversight** — oversight of the National Fuel's Supplier Diversity Framework shall be accomplished through the daily activity of the Purchasing Department with guidance from the Executive In Charge of the Purchasing Department.
- **Tracking and Reporting** — monitoring and reporting the Company's use of Diverse Suppliers with an emphasis on meeting the Framework's overall objectives, and where appropriate, focusing on growth of the Company's diverse supplier pool.
- **Training and Education** — helping to ensure that internal stakeholders in decision-making positions throughout the Company understand this framework and are committed to contracting with Covered Diverse Suppliers, where appropriate, while working to guide and engage with new potential Diverse Suppliers.
- **External Outreach Activities** — seeking additional Covered Diverse Suppliers via outreach efforts and providing Diverse Suppliers information on how to become an Authenticated Diverse Supplier.
- **Communications** — outreach and communication with employees, management, Diverse Suppliers, and the community-at large on National Fuel's Supplier Diversity Framework.

Supplier Diversity Parameters:

1. **Covered Diverse Suppliers.** National Fuel's Supplier Diversity Framework specifically recognizes the following categories of Diverse Suppliers:
 - a. Minority-Owned Business Enterprises (MBEs / MOBEs)
 - b. Women-Owned Business Enterprises (WBEs / WOBEs)
 - c. LGBTQ Business Enterprises
 - d. Service-Disabled Veteran Business Enterprises (SDVBEs / SDVOBEs)
 - e. Veteran Business Enterprises (VBEs / VOBEs)

- f. Disability/Physically Challenged-Owned Business Enterprises
- g. Small Business Enterprises
- h. Other National, Regional, and Internationally recognized categories of Diverse Suppliers as may be approved from time to time by the Executive in Charge

Additions to the above-listed categories of Diverse Suppliers must be supported by acceptable documentation demonstrating the new category for Diverse Suppliers is recognized on either a national, regional, or international level.

2. **Certifying Agencies.** To ensure the integrity of the Framework, Covered Diverse Suppliers who wish to contract with National Fuel pursuant to this Framework must have a Diverse Status Certification, issued from one of the following Approved Certifying Agencies:

- a. National Minority Supplier Development Council
- b. Women's Business Enterprise National Council
- c. U.S. Pan Asian American Chamber of Commerce
- d. Disability: IN
- e. National Veteran Business Development Council
- f. National Gay and Lesbian Chamber of Commerce
- g. Other National, Regional and International Minority Supplier Diversity Councils as may be approved through the Company's supplier management platform or from time to time by the Executive in Charge
- h. U. S. Small Business Administration
- i. Any Federal or local government agencies offering Diverse Status Certification as may be approved through the Company's supplier management platform or from time to time by the Executive in Charge

Additions to the above-listed Approved Certifying Agencies must be supported by acceptable documentation demonstrating that any proposed certifying agency is either (1) an affiliate of one of the above-listed Approved Certifying Agencies or (2) a new certifying agency recognized on either a national, regional, or international level.

3. **Diverse Supplier Registration and Company Record Management.** National Fuel will assess the qualifications of a Covered Diverse Supplier prior to entering a contractual relationship. To be considered an Authenticated Diverse Supplier, a supplier must provide:

- a. A valid, current (i.e., *non-expired*) Diverse Status Certification from an Approved Certifying Agency to the Company;
- b. A complete Vendor Set-Up Form, and
- c. Any and all other documentation required by the Company.

Internal stakeholders will use the Company's internal systems to record and track information as to:

- (a) the Authenticated Diverse Supplier's Approved Certifying Agency; and
- (b) the expiration date of the Authenticated Diverse Supplier's certification from the Approved Certifying Agency.

Additionally, the Company's Purchasing Department will develop and maintain the necessary reporting to ensure that:

- (a) the Company is notified when an Authenticated Diverse Supplier must renew its Diverse Status Certification with an Approved Certifying Agency; and
- (b) the Company, as may be appropriate, can engage in outreach to Authenticated Diverse Suppliers ahead of the lapse of Diverse Supplier Certification, with a goal of encouraging the renewal of such certifications.

Definitions: The capitalized terms used in this Appendix B shall have the meanings noted below:

- **“Approved Certifying Agency”** shall mean an entity, whether an agency, council or other authorized body, that issues Diverse Status Certifications to Diverse Suppliers.
- **“Authenticated Diverse Supplier”** shall mean a Covered Diverse Supplier that has met all requirements outlined in Section 3 of the Supplier Diversity Parameters found within this Appendix B.
- **“Code of Business Conducts and Ethics”** shall mean the National Fuel Gas Company Code of Business Conduct and Ethics as may be amended from time to time.
- **“Covered Diverse Supplier”** shall mean a supplier included in one or more of the categories of Diverse Suppliers recognized by the Company in Section 1 of the Supplier Diversity Parameters found within this framework.
- **“Diverse Group”** shall mean those identifying as Minorities, women, Persons with Disabilities, LGBTQ and Veterans.
- **“Diverse Status Certification”** shall mean the certification issued to a Diverse Supplier by an Approved Certifying Agency.
- **“Diverse Supplier”** shall mean a business enterprise that is at least 51% owned by one or more individuals from a single Diverse Group; or a publicly owned business that has at least 51% of its stock owned by one or more individuals from a single Diverse Group, and whose management and daily business operations are controlled by these individuals.
- **“Disability/Physically Challenged-Owned Business Enterprises”** shall mean a business enterprise that is at least 51% owned by one or more Persons with Disabilities; or a publicly owned business that has at least 51% of its stock owned by one or more Persons with Disabilities, and whose management and daily business operations are controlled by these individuals.
- **“Executive in Charge”** shall be the Executive with immediate oversight of the Company's Purchasing Department.
- **“LGBTQ”** shall mean lesbian, gay, bisexual, transgender, queer and/or questioning. This term also includes gender non-conforming individuals.
- **“LGBTQ Business Enterprise”** shall mean a business enterprise that is at least 51% owned by an individual/individuals identifying as LGBTQ; or a publicly owned business that has at least 51% of its stock owned by an individual/individuals identifying as LGBTQ, and whose management and daily business operations are controlled by an individual/individuals identifying as LGBTQ.
- **“MBE” or “Minority-Owned Business Enterprise”** shall mean a business enterprise that is at least 51% owned by a Minority individual or group or individuals; or a publicly owned business that has at least 51% of its stock owned by one or more Minority individuals, and whose management and daily business operations are controlled by these individuals.

- **“Minority”** shall mean Black American, Hispanic American, Native American, Asian-Pacific American, Pacific Islander, or any other socially disadvantaged individual as defined in 13 C.F.R § 124.103.
- **“National Fuel”** or the **“Company”** shall mean National Fuel Gas Company and its affiliates which are subject to the Procurement Manual.
- **“Person with Disabilities”** shall mean a person who has a disability as defined in the Americans with Disabilities Act (ADA) (42 U.S.C.A § 12102—12213).
- **“Framework”** or **“Supplier Diversity Framework”** shall mean this “National Fuel Gas Company Supplier Diversity Framework.”
- **“Procurement Manual”** shall mean the “Procurement Manual for National Fuel Gas Distribution Corporation, National Fuel Gas Supply Corporation, Empire Pipeline, Inc., and National Fuel Gas Midstream Company, LLC” as may be amended from time to time.
- **“Service-Disabled Veteran,”** pursuant to 15 U.S.C. § 632(q), shall mean a veteran with a disability that is service connected as defined by Section 101(16) of Title 38.
- **“Service-Disabled Veteran Business Enterprise”** shall mean a business enterprise that is at least 51% owned by one or more Service-Disabled Veterans; or a publicly owned business that has at least 51% of its stock owned by one or more Service-Disabled Veterans, and whose management and daily business operations are controlled by one or more Service-Disabled Veterans.
- **“Small Business Enterprise”** shall mean a business enterprise that meets the definition set forth by the U.S. Small Business Administration, with a place of business located in the United States and that is sized consistently with the requirements set forth in 13 C.F.R. Part 121, which defines size standards for small businesses, based on either annual receipts or the number of employees.
- **“Supplier Code of Conduct Policy”** shall mean the official policy of National Fuel Gas Company that sets the ethical standards and expectations established for suppliers of National Fuel Gas Company.
- **“Veteran Business Enterprise”** shall mean a business enterprise that is at least 51% owned by one or more Veterans; or a publicly owned business that has at least 51% of its stock owned by one or more Veterans, and whose management and daily business operations are controlled by one or more Veterans.
- **“Veteran,”** pursuant to 38 C.F.R § 101(2), shall mean a person who served in the active military, naval, air, or space service, and who was discharged or released therefrom under conditions other than dishonorable.
- **“WBE”** or **“Women-Owned Business Enterprise”** shall mean a business enterprise that is at least 51% owned by a woman or women; or a publicly owned business that has at least 51% of its stock owned by one or more women, and whose management and daily business operations are controlled by one or more women.