



Human Rights Policy and Statement	
Policy Statement	Williams is committed to maintaining a corporate culture that respects the principles aimed at promoting, protecting and supporting all internationally recognized human rights. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses.
Applicability	The Company’s commitment to promoting human rights applies to all persons involved in the Company’s operations including, but not limited to, Company employees, officers, contractors, leased workers, suppliers, vendors and customers. In situations where Williams does not have overall control of operations, we will take reasonable steps to ensure that involved parties follow human rights principles similar to those stated herein.
Purpose	Respect for human rights is a fundamental value of the Company. Williams strives to respect and promote human rights in our relationships with our employees, customers, communities, indigenous communities and other business stakeholders.
Policy	<p>Our Employees Williams believes that employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. The Company’s commitment to respect human rights in the workplace is manifested in our Code of Business Conduct and policies, standards and practices. These policies state, among other things, that we value and promote workforce diversity and do not tolerate unlawful discrimination or harassment. We maintain an ethical work environment that reflects the core values of our Company, and we provide a safe and secure workplace.</p> <p>Our employees have access to the Williams Business Ethics Resource Center, the Williams Action Line (1-800-324-3606) and online reporting (www.williams.ethicspoint.com), through which concerns and questions can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, policies and/or our Code of Business Conduct. Retaliation for raising concerns in good faith is prohibited per our Internal Reporting and Non-Retaliation Policy.</p> <p>Our Suppliers Williams strives to respect human rights through its supply chain by encouraging actions that are consistent with and further the objectives of our Code of Business Conduct, and by using suppliers whose corporate values are consistent with ours. Specifically, the Company encourages suppliers to follow best practices in the areas of freely chosen employment; working hours; respect in the workplace; wages and benefits; and health and safety. We see relationships with our suppliers as an opportunity to</p>



share best practices and to promote continual learning and improvement with respect to human rights.

Our Customers

Williams seeks to do business with customers who share our values with respect to human rights. We strive to carry out appropriate due diligence and encourage our customers to maintain high ethical standards and practices. Through our customer relationships we have an ability to share best practices, which we believe will help further the respect of human rights around the world.

Communities and Stakeholders

Williams recognizes and enthusiastically accepts our responsibility to the communities we serve, through acting as a good neighbor and through involvement and support for community activities. We respect the rights of people in communities in which we operate. The Company will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. Williams will strive to ensure that our communications with governments, regulatory bodies and public authorities are consistent with our human rights commitments, as stated herein.

Corporate Citizenship

We recognize and enthusiastically accept our responsibility to the communities we serve, through acting as a good neighbor and through involvement and support for community activities.

Workplace Security and Healthy Workplace

Williams is fully committed to the health and safety of our work force and to the protection of our neighbors, the environment and our assets. Williams will exercise reasonable care in providing each employee a workplace free of recognized hazards, including violent acts or threats of violent acts against employees or third parties within Company workplaces. The Company will not tolerate violence or threats of violence and takes reasonable measures to provide a safe workplace. The Company will take reasonable efforts to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

Diversity and Inclusion

Williams values and advances diversity and inclusion in the workplace. The Company is committed to equal opportunity and is intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. Qualifications, performance, skills and experience are the



	<p>basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company.</p> <p>Rights of Indigenous Peoples Williams respects the rights of indigenous peoples, insofar as they are affected by our business activities.</p> <p>Labor Relations Williams is dedicated to creating a workplace that respects and values all employees and maintains an environment of open and direct communication. The Company strives to develop mutually rewarding relationship with employees through fairness, trust and integrity. Due to the direct partnership with employees, the Company does not believe in the need for an outside group to speak on behalf of employees. However, the Company respects freedom of association without fear of reprisal, intimidation or harassment.</p>
Consequences / Penalty for Non-Compliance	<p>Adherence to Policies is mandatory. Non-compliance may result in disciplinary action, up to and including termination.</p> <p>A violation, or suspected violation, of this policy or standard should be reported to your manager, your Human Resources Business Partner, the Business Ethics Resource Center, or the Williams Action Line.</p>
Reservation of Rights	<p>The Company reserves the right to interpret, modify, terminate, or revise this policy or standard, in whole or in part, without notice. Statements within this policy or standard regarding conduct that may result in discipline do not limit, in any way, the Company's right to discipline employees for conduct not specifically described above. In addition, this policy or standard shall not be construed as an employment contract or to alter any employee's at-will status. Employees and the Company remain free to terminate the employment relationship at any time, with or without cause or notice. Similarly, the Company reserves the right to terminate an employee with or without the use of progressive discipline.</p>



Administrative Information	
Policy Owner	Human Resources
Approval Date	July 19, 2018
Effective Date	July 19, 2018
Last Revised	July 19, 2018
Last Reviewed	July 19, 2018
Policy Custodian	Human Resources