
POLICY STATEMENTS
Policy No. 100.1
Equal Employment Opportunity and
Affirmative Action Plan

Effective Date:
June 1, 2023

I. PURPOSE

Knife River Corporation (“Knife River” or the “Company”), including its Chief Executive Officer, is firmly committed to the philosophy of Equal Employment Opportunity and affirmative action policies and is dedicated to the achievement of equality of opportunity for all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives, and legislation, including Executive Order 11246 and all subsequent amendments. The Company will take affirmative action in providing equal employment opportunities to all applicants and employees without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, disability, veteran status, genetics, or any other personal characteristics determined to be a protected category under applicable state or federal law.

II. SCOPE

This policy covers all employees of Knife River and all companies directly or indirectly majority-owned by Knife River.

III. APPLICABILITY

- A. This policy has been and is applicable to all terms and conditions of employment, including compensation, training, education, tuition assistance, opportunities for advancement, layoffs or social and recreational programs, except where bona fide occupational qualifications or statutory requirements must be complied with.
- B. Compensation – Many factors are taken into consideration in the area of compensation. Among these are ability, past experience, performance levels, etc., but not personal characteristics as identified herein.
- C. Contracts – All labor agreements entered into by the Company will contain a non-discrimination clause that is in compliance with federal guidelines relating to employment or membership practices.
- D. Facilities – All Company facilities will continue to be operated on a non-segregated, non-discriminatory basis.
- E. Promotional Opportunities – It has been the long-established practice and policy of the Company to promote qualified employees to positions of greater responsibility within the Company without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, physical or mental disability, veteran status, genetics or any other personal characteristic identified in this policy. Those job openings in supervisory ranks and higher skill requirement positions are generally filled by employees working in other positions. Exceptions are made when adequately

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qualified individuals are not found within our present work force. Outside recruiting will be accomplished without regard to age, gender, race, religion, sexual orientation, gender identity, color, national origin, physical or mental disability, veteran status, genetics or any other personal characteristic identified in this policy.

IV. POLICY STATEMENT AND PROCEDURE

- A. The President & CEO and Region Presidents will reaffirm the support of this Equal Employment Opportunity and Affirmative Action Plan.
- B. All employment advertisements placed in any publication will contain the phrase "Knife River is an Equal Opportunity/ Affirmative Action employer. All qualified applicants will receive consideration without regard to age, race, color, religion, sex, sexual orientation, gender identity, national origin, disability, genetics, or protected veteran status."
- C. Posters required by State and Federal agencies regarding Equal Employment Opportunities will be posted in each building that houses a Company office.
- D. The Company will:
 - 1. Recruit, hire, train, promote, discipline, and discharge persons in all job classifications without regard to age, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status, or any other personal characteristic determined to be a protected category under applicable state law;
 - 2. Ensure that employment-related decisions are made in accordance with the principles of equal employment opportunity by imposing only job-related requirements for employment opportunities;
 - 3. Ensure that all personnel actions such as compensation, performance reviews, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs are administered without regard to age, race, color, religion, gender, sexual orientation, gender identity, national origin, disability, veteran status, or any other personal characteristic determined to be a protected category under applicable state or federal law; and
 - 4. Ensure that employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have or may:
 - a. file a complaint;
 - b. assist or participate in an investigation, compliance evaluation, hearing, or any other activity related to equal employment opportunity, affirmative action programs, or this policy;



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- c. oppose any act or practice related to equal employment opportunity, affirmative action programs, or this policy; or
 - d. exercise any other right protected by equal employment opportunity or affirmative action laws and/or regulations.
5. Will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the corporation, or (c) consistent with the corporation's legal duty to furnish information.
- E. The Company will develop, communicate, and audit its Equal Employment Opportunity and Affirmative Action Plan in accordance with applicable laws and regulations.
 - F. The Vice President of Administration will review the Company's progress in relation to the AAP and provide a written report on an annual basis to the Chief Executive Officer.
 - G. In accordance with applicable law, the Company's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, by written request.

V. ADMINISTRATION

The President and CEO of Knife River Corporation is responsible for establishing this policy.

Reviewed:  Vice President of Administration
Approved:  President and CEO