



Southwest Gas
HOLDINGS

HUMAN RIGHTS COMMITMENT

Nondiscrimination

Southwest Gas Holdings, Inc., and each of our subsidiaries are committed to Equal Employment Opportunity and Affirmative Action. We have implemented policies and programs which emphasize the importance of recruiting, hiring, training and promoting persons without regard to race, color, religion, sex, sexual orientation, national origin, age, disability, pregnancy, veteran status or any other non-job-related characteristic protected by local, state or federal law. The Company fosters diverse, equitable and inclusive workplaces that are free from harassment and discrimination.

Employee Safety

Safety is our number one priority. We will continually foster a culture where employees are empowered to embrace personal responsibility for the safety of themselves, their colleagues and the community they serve. We comply with local, state, federal and regulatory agency laws and guidelines, and provide regular training to our employees on best practices for a safe and healthy work environment. Acting with the authority and partnership of senior management, our subsidiary companies have safety committees charged with monitoring and continually enhancing accident prevention activities, safety awareness, hazard identification processes, mitigation plans and other safety initiatives. Through innovative and robust safety improvement programs and practices, we strive to create the safest possible workplaces.

Human Rights

We oppose human trafficking, child labor and forced labor practices anywhere in the world, and we are committed to the protection of men, women, children and all vulnerable populations within our operating territories. We are committed to and encourage others in the fair treatment of workers and to strictly observe standard labor practices in accordance with federal, state and local laws. As outlined in the United Nations Guiding Principles on Business and Human Rights, we recognize the responsibility to respect human rights throughout our operations. These commitments are made with input and approval from stakeholders throughout the Company and its subsidiaries, including without limitation, risk management and supply chain.

Reporting

The Company and its subsidiaries provide a formal structure for escalating and reporting violations through appropriate channels and provide for the expeditious and confidential investigation of such reports. Employees, vendors or contractors who are or become aware of violations or situations that may lead to a violation of our Human Rights Commitment, must report promptly to supervisors, managers, Human Resources, the Ethics and Compliance Hotline or the Compliance Officer of the applicable subsidiary or affiliate. Anyone reporting such violations in good faith will not be subject to retaliation. See “Code Compliance Reporting Procedures” located in the Code of Business Conduct and Ethics.

Natural Gas Operations and subsidiaries

Compliance Officer

Phone: (702) 364-3725

Email: complianceofficer@swgas.com

Utility Infrastructure Services and subsidiaries

Compliance Officer

Phone: (623) 879-3913

Email: complianceofficer@nextcenturi.com

Third-Party Compliance

As with all aspects of our Code of Business Conduct and Ethics, the Company’s suppliers, contractors, agents, business partners, consultants and others who work with us, must embrace the Code’s spirit and commitments. Vendors or contractors who are found to be in violation of our Human Rights Commitment will risk termination or cancelation of previously agreed-upon projects or contracts.

In many of our supplier agreements, the Company reserves the right to perform inspections, verifications and other quality evaluations to ascertain compliance with the Company’s requirements and the adequacy of a contractor’s implementation of its procedures and processes. We will continue to review the potential inclusion of similar language in agreements more broadly and auditing processes including, but not limited to, attestations or third-party verification.

Evaluation and Updates

Our management team will periodically evaluate the effectiveness of our Human Rights Commitment and will make changes deemed appropriate to further the intent of this policy.