

# Workplace Violence

## Scope

The provisions of this policy apply to all employees of Southwestern Energy Company (SWN), its subsidiaries, on-site contractors and visitors.

Southwestern Energy (SWN) is committed to preventing workplace violence and to ensuring a high standard of safety and security for all employees, contractors and visitors on Company premises or business.

## Definitions

1. **Violent activities** - include, but are not limited to:
  - a. Causing actual physical harm to another person
  - b. Making threatening remarks, whether through verbal or non-verbal communication
  - c. Using repetitive, demeaning and inappropriate language towards another individual
  - d. Displaying aggressive or hostile behavior that creates a reasonable fear of injury in another person or subjects another individual to emotional distress
  - e. Damaging company property or property of another individual
  - f. Stalking another individual
  - g. Harassing or threatening communications including, but limited to, telephone calls, voicemails, text messages, and/ or email
  - h. Fighting on company premises or while on company business
  
2. **Company premises/property** - includes, but is not limited to:
  - a. field sites, office buildings
  - b. company parking lots
  - c. company-provided vehicles and aircraft
  - d. any other location designated for the company's use, whether leased, owned or utilized via access rights
  
3. **Weapons:**
  - a. Firearms
  - b. Explosives and/or explosive detonators
  - c. Knives with a blade longer than 3.5 inches
  - d. Any illegal device considered a weapon by local, state and federal law enforcement
  - e. Any device that is intended to cause harm

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## Guidelines

Consistent with our Formula and our desire to be *The Right People Doing the Right Things*, all employees, customers, visitors and contractors should be treated with courtesy and respect at all times.

SWN does not tolerate any type of workplace violence committed by or against employees, visitors or contractors working on company property or on company business. Employees are prohibited from making threats or engaging in violent activities.

Any employee who commits or threatens a violent activity against any individual while on company property or on company business will be subject to disciplinary action, up to and including termination.

Non-employees who violate this policy will be prohibited from doing further business with SWN and may be referred to the proper law enforcement agency.

SWN prohibits all employees, contractors and visitors from using, selling, storing, displaying or transporting any type of weapon or firearm while on company property or while on company business, except under the following conditions:

1. Licensed law enforcement officers/ security professionals serving in that role on company property.
2. Where applicable state law allows for the possession of firearms and ammunition on company property while securely stored in a privately owned vehicle, parked in a designated parking lot or garage.

SWN reserves the right to inspect vehicles, premises and property (including offices, desks, lockers, etc.) and personal effects (handbags, briefcases, packages, coats, etc. ) when there is reasonable cause to believe an employee has violated this Policy.

A license to carry a weapon does not supersede this policy.