

Gas South Stands for Justice and Equal Opportunity

Dear Valued Partners,

At Gas South, our purpose is to be a Fuel for Good, by caring for our customers and employees and elevating our industry and communities. Being a Fuel for Good also means being an advocate for social justice and equal opportunity, while actively opposing bigotry, racism, and intolerance.

As a purpose-driven company, we have a solid foundation for community and employee engagement. We also know that we need to do more. Businesses like Gas South need to be bolder and more intentional in demonstrating that black lives *do* matter – through our community investments, our policy advocacy, and how we conduct our own business. The pervasive persecution and inequity faced by black people in America needs to end, and Gas South has a responsibility to step up and lead.

I'd like to share with you some of our initiatives as we strive to be a Fuel for Good for racial justice. We can and will continue to do more.

- We are contributing \$100,000 to several organizations that are on the front lines in fighting racism, advocating for human rights, and promoting equity and inclusion.
- We are taking a public stand in favor of enacting hate crimes legislation in Georgia during this legislative session and are lobbying for its passage with like-minded businesses.
- We have convened Gas South Community Conversations, led by our Diversity and Inclusion Manager, where groups of team members from across our company can come together via videoconference to talk about our feelings and emotions, and listen to and learn from each other, in a supportive environment. Through these forums, we are also hearing from our team members about what our company can be doing to be a force for positive change.
- We are speaking out on social media, repudiating racism and advocating for meaningful reform.

In addition to what our company is doing, members of our leadership team are making their own personal commitments to get more involved. For example, I will be getting more involved with CEO Action for Diversity and Inclusion to reimagine how we drive change in our communities and workplaces. Our leaders will seek to join other collective efforts that are thoughtful, bold, and action-oriented.

Finally, we must make our own company more inclusive, welcoming, and diverse. Our team at Gas South is working together, more diligently and intentionally than ever before, to ensure we have an environment where our team members can be their authentic selves, have important conversations, and be seen and heard as individuals, so that everyone feels like they are supported and belong. We must work towards eliminating bias and ensure inclusivity for everyone at Gas South. We will continue striving to make all areas of our company, and especially our leadership ranks, reflect the diversity of the customers we serve and our broader community.

Thank you for being a valued business partner. We would welcome collaborating with you to be a fuel for good together.

Kevin Greiner
President & CEO