

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

CONSOL provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, genetic information, protected veteran status, or any other status or characteristic protected by applicable law. CONSOL complies with applicable laws governing non-discrimination in employment in every location in which CONSOL has facilities. This equal employment opportunity policy applies to all employment decisions regarding recruiting, hiring, promotion, transfer, layoff, termination, compensation, benefits, training (including apprenticeship), classification, certification, testing, retention, referral, and all other aspects of employment, except where a bona fide occupational qualification applies.

It is also the policy of CONSOL to take affirmative action to recruit, hire, train, employ, advance in employment, and promote persons in all job titles regardless of their minority status, sex, disability status, or protected veteran status and to base all employment decisions only on valid job requirements and other legitimate, non-discriminatory reasons.

Workplace Harassment

CONSOL expressly prohibits any form of unlawful workplace harassment based on race, color, religion, sex, national origin, age, disability, genetic information, protected veteran status, or any other status or characteristic protected by applicable law. Please refer to CONSOL's Workplace Harassment Policy for more information.

Disabilities/Reasonable Accommodation

CONSOL will make a reasonable accommodation (e.g., leave of absence, job modification, adjustment in work environment) for the known physical or mental disabilities of qualified individuals with disabilities and qualified disabled veterans so those individuals may perform the essential functions of their jobs, unless such accommodation imposes an undue hardship on CONSOL.

Affirmative Action Programs (AAP)

CONSOL has established written Affirmative Action Plans (AAPs), in accordance with Executive Order 11246, Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) of 1974, as amended, and section 503 of Rehabilitation Act 1973, as amended (Section 503).

CONSOL's VEVRAA and Section 503 AAP is available for employees and applicants to review in the Human Resource Department, during normal business hours – between 8:00 am and 5:00 pm.

Administrative/Reporting Violations

It is the responsibility of executive, operating and corporate service managers to take affirmative and positive action to conform with the overall equal employment opportunity objectives and to ensure that equal employment opportunity is effective at all levels of employment within CONSOL.

Violation of this policy is prohibited and may result in disciplinary action, up to and including termination of employment. Any actual or suspected violation of this policy should immediately be reported to your immediate supervisor, the EEO Coordinator, CONSOL's Human Resources Department, or the Legal Department. Confidentiality will be maintained to the extent possible, consistent with CONSOL's business need to know and need to conduct a thorough investigation.

No Retaliation

No one who has filed a charge of discrimination, harassment, or retaliation, or who has complained to CONSOL about discrimination, harassment, or retaliation on the job, or who has participated in an investigation or legal proceeding employment discrimination, harassment, or retaliation will be retaliated against in any manner.