

**DUNCAN ENERGY PARTNERS L.P.**  
**Equal Employment Opportunity Policy**

**1.0 SCOPE**

1.1 This policy sets forth the position of the Company on matters on equality in all aspects of employment and establishes Equal Employment Opportunity responsibilities and reporting requirements.

**2.0 POLICY**

2.1 All employees will receive fair and equal treatment regardless of race, creed, color, national origin, sex, age or disability. The Company will make a positive effort to recruit, train and promote members of minority groups, women, individuals with disabilities and veterans of the Vietnam era.

2.2 The Company will actively pursue and implement programs which ensure nondiscrimination in all aspects of the employment relationship including, but not limited to:

- Selection and hiring
- Training and opportunity to learn
- Job transfer
- Promotion to better or higher paying jobs
- Compensation in all forms
- Adjustments of complaints or grievances
- Health and safety
- Plant facilities
- Working conditions
- Company sponsored activities
- Application of seniority
- Discipline

**3.0 PROCEDURE**

3.1 The president of the Company will support and encourage full compliance.

3.2 The president will assign in writing responsibilities for surveillance and evaluation to an Equal Employment Opportunity coordinator.

3.3 The president will receive reports annually including statistical data.

3.4 The individual locations will notify the vice president, Human Resources and the general counsel, Legal of:

3.4.1 Any investigation, charges, or complaints by any individual group(s) or agency or any matter involving Equal Employment Opportunity as soon as such actions are brought to his attention.

3.4.2 Any audit by the cognizant agency of the Office of Federal Contract Compliance Programs.