

# Human Rights

Effective May 15, 2023

Revision 1

## 1. Applicability

This Policy applies to all employees of DT Midstream (“Company”) and contractors, agents, consultants, and service providers who perform services or work on behalf of the Company<sup>1</sup>.

## 2. Policy

### A. General

1. DT Midstream is committed to treating people with dignity and respect. Honoring fundamental human rights is essential to the sustainability of our Company and our communities.
2. DT Midstream commits to comply with applicable federal, state, and local human rights laws.

### B. Anti-Slavery, Forced Labor, and Human Trafficking

DT Midstream believes that people should work because they want or need to, not because they are forced to do so. DT Midstream prohibits all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. DT Midstream will not use any form of threat, force, coercion, fraud, or exploitation in obtaining services from any individual. All members of the workforce will understand the terms of their employment. Withholding or destruction of employee identity or immigration documents, passports, or work permits is prohibited.

DT Midstream will not tolerate these practices at our operations and requires vendors and contractors to demonstrate a similar intolerance for such practices.

### C. Child Labor

DT Midstream will not employ individuals under the age of 18, with the limited exception of student programs. In such limited situations, DT Midstream’s hiring practices will conform with federal, state, and local child labor laws related to the

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<sup>1</sup> *The applicability of these policy requirements to contractors, vendors, consultants, service providers, or any others performing work on behalf of DT Midstream should not be interpreted or construed to create or establish an employment relationship between DT Midstream or any DT Midstream subsidiary and its contractors, vendors, consultants, service providers, or their employees or agents.*

hiring and employment of minors. DT Midstream will not condone or support the use of child labor that does not comply with United States labor laws.

#### **D. Indigenous Peoples**

DT Midstream respects the rights of indigenous peoples, and where they may be affected by our business activities. DT Midstream will comply with applicable laws should it operate where indigenous peoples and communities have legal rights.

#### **3. Sources**

- A. DT Midstream Code of Conduct
- B. DT Midstream [Policy Hiring, Movement and Separation of Employees](#)

**Accountable Officer:** Vice President & Chief Ethics and Compliance Officer

**Last Reviewed:** May 14, 2026

**Last Revised:** May 14, 2026