



WORKPLACE VIOLENCE POLICY

PURPOSE

Ameren strives to provide a safe working environment in which employees, customers, vendors, contractors, and visitors utilizing our facilities and services are not threatened or harmed by any individual's deliberate actions, presence, conduct, or communication. Consistent with Ameren's corporate values of Integrity, Respect, Accountability, Stewardship, Teamwork, and Commitment to Excellence, every Ameren employee is expected to demonstrate behaviors consistent with this policy.

PERSONS AFFECTED

This policy applies to all Ameren employees, applicants, customers, contractors, vendors and any person visiting any Ameren facility. This policy applies to employees while on Company property, on Company worksites, in a Company vehicle, or wherever an employee is performing a function of his/her job, participating in a Company-sponsored event on or off Company property or engaging in activity related in any way to employment with Ameren.

POLICY

Ameren is committed to providing a safe environment for all employees, customers, vendors, contractors, and visitors. It is a fundamental policy of Ameren and its subsidiaries and affiliates to maintain a workplace that is free from actual or threatened violence of any kind. This is a zero tolerance policy. Conduct by or against an employee, customer, vendor, contractor, or visitor that may reasonably be considered threatening, intimidating or aggressive is considered to violate this policy and will not be tolerated. Such behavior may violate this policy regardless of whether it occurs in person, by use of any communications medium, through Company mail, verbally, in writing or in recorded form. Physical confrontations, violent actions or threats, as well as threatening remarks, gestures or insinuations, are strictly prohibited, particularly those likely to provoke or elicit a violent response. Unwanted persistent behavior or contact of a violent or threatening nature is strictly prohibited. Employees who engage in any such conduct will be subject to disciplinary action, up to and including discharge and/or prosecution. Vendors, contractors, or visitors who engage in such behavior on Company property or Company worksites, or while performing work for the Company, will immediately be removed and may be subject to criminal prosecution.

PROHIBITED CONDUCT

Ameren will not tolerate any type of workplace violence or intimidation. Ameren considers the following to represent examples of conduct that violate this policy. This list is not meant to be all-inclusive:

- Causing or attempting to cause physical injury to another person by such actions as punching, striking, shoving, pushing, or other physical contact;
- Stalking or threatening another individual or threatening, talking or joking about engaging in behaviors that harass, intimidate or inflict harm upon another individual;
- Wearing clothing or other items (e.g., pins, hats) with symbols or slogans or viewing, displaying or bringing into the workplace pictures, publications or videos that incite or depict violence, whether directed toward a living or inanimate object;
- Sending threatening or intimidating messages, or messages that incite violence, including but not limited to, messages sent via e-mail, voicemail, Company mail, radios, public address systems, the telephone system, Internet/Intranet medium, and/or conveyed through graffiti or symbols;

- Exhibiting aggressive or hostile behavior that creates a reasonable fear of injury (physical or emotional) to another person; or
- Intentionally damaging Company property or the property of an employee, customer, vendor, contractor, or visitor.

ALL UNAUTHORIZED WEAPONS BANNED

Ameren prohibits the possession of unauthorized weapons by any employee, customer, vendor, contractor, or visitor while on Company property including in vehicles located on Company parking lots, on Company worksites, in a Company vehicle, or wherever an employee is performing a function of his/her job, performing duties on behalf of the Company, participating in a Company-sponsored event on or off Company property, or engaging in activity related in any way to employment with the Company. "Unauthorized weapons" include, but are not limited to, guns, knives, explosives, and other items that may be used to inflict harm, other than tools properly used to perform the essential functions of a job. Authorized weapons are those sanctioned for use by the Company, after segment leadership receives approval from Corporate Security, including those used for security purposes and for other purposes as authorized by business segment leadership (e.g., tools used for food preparation or weapons used for hunting on Ameren property).

ADDITIONAL WORKPLACE SECURITY MEASURES

Other security measures taken by Ameren to help provide a safe work environment for employees, customers, vendors, contractors, and visitors include:

- Limiting access to Company property to those with a legitimate business interest and
- Requiring all employees, customers, vendors, contractors and visitors to display Company identification while on Ameren property.

REPORTING PROCEDURES

It is everyone's responsibility to prevent violence in the workplace. Anyone who becomes aware of conduct or a situation that may violate this policy must report it to a supervisor, manager, or director, the appropriate HR Services & Employee Relations representative who supports their business segment, any Human Resources leader, Corporate Security at 314-554-2100, or local emergency responders. Corporate Security may be contacted on a 24-hour basis through hotline reporting numbers: 314-554-4655 (Illinois) or 314-554-4888 (Missouri). Reports may be made anonymously and all reported incidents will be promptly investigated. Any employee identified as a potential witness is expected to fully cooperate in the investigation and maintain the confidentiality of investigation information. Any employee who fails to fully cooperate in an investigation or to maintain the confidentiality of investigation information will be subject to disciplinary action, up to and including discharge.

Any leader who becomes aware of conduct or a situation that may violate this policy must report this to HR Services & Employee Relations and failure to report the conduct or situation to HR Services & Employee Relations will be subject to disciplinary action, up to and including discharge.

EMPLOYEE ASSISTANCE PROGRAM

Ameren provides a free and confidential Employee Assistance Program (EAP) for all employees, which may be contacted by calling 1-800-289-1109. An employee who displays violent, abusive, or threatening behavior may, when deemed appropriate, be referred to the EAP for counseling or to a Company-designated physician or other medical provider. An employee for whom a mandatory EAP referral is made must fully comply with the referral and all treatment recommendations made by EAP or the Company-designated physician or provider. Failure to do so may result in disciplinary action, up to and including discharge.

As permitted by state and federal law, EAP personnel will warn and/or report to the appropriate Company representatives and/or law enforcement agency when it is known or reasonably foreseeable that an individual poses a threat of serious harm to an identified victim. Upon receiving such notification, Ameren will take whatever actions it deems appropriate and necessary to minimize the threat of harm or violence, and will fully cooperate with any investigation or activity conducted by law enforcement personnel.

PROHIBITION AGAINST RETALIATION

Ameren will not tolerate any form of retaliation against anyone making a good faith report or complaint about actual or potential violent conduct or cooperating during a related investigation. Any employee who is found to be engaging in such retaliation will be subject to appropriate disciplinary action, up to and including discharge.

ENFORCEMENT

Ameren reserves the right to inspect Company property (e.g., lockers, offices, cubicles, restrooms, voicemail, vehicles, computers and other Ameren property) to ensure that no items in violation of this policy are brought into the workplace. If the Company determines that a violation of this policy has occurred, appropriate disciplinary action will be taken, up to and including discharge.

CORPORATE RESPONSIBILITY

For additional information, employees should contact the appropriate HR Services & Employee Relations representative who supports their business segment, any Human Resources leader, the Sr. Director, HR Services & Employee Relations at (314)-554-4116 or Extension 44116 or Corporate Security at (314) 554-3359 or Extension 43359.