

# Enbridge Inc. Sustainability Policy

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# Enbridge

# Sustainability Policy

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**Purpose:** Enbridge delivers the energy that fuels quality of life and powers our economy. In fulfilling our purpose, we operate in accordance with our Statement on Business Conduct, our core values of Safety, Integrity, Respect and Inclusion, and the principles set out in this Sustainability Policy.

Enbridge is committed to integrating environmental, social and governance (ESG) considerations in all aspects and at all levels of our business. To us, this means operating in a safe, ethical, inclusive, transparent, and socially and environmentally responsible manner, taking a leadership role in the transition to a lower-emission economy, respecting human and Indigenous rights, and meaningfully engaging with and learning from our employees and the communities where we live and work.

**Enbridge believes:** Integrating ESG considerations into our business strategy, risk assessment processes and operating standards is essential to maintaining the resiliency of our business and creating long-term value for all our stakeholders.

**Policy:** As a leading energy infrastructure company, Enbridge recognizes that we have a responsibility to address the sustainability risks and opportunities stemming from our business activities. With oversight from the Board of Directors, we strive to:

- Ensure continued alignment of our business practices with our Statement on Business Conduct and core values
- Address the expectations of our employees, local and Indigenous communities in which we operate, governments, shareholders, customers and other stakeholders

Our operating practices are informed by the United Nations (UN) International Bill of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the Organization for Economic Co-operation and Development's Guidelines for Multinational Enterprises.

This Policy sets out the principles and values that underpin our operating practices at all levels of our organization in the following areas of sustainability and corporate citizenship:

## Business ethics and transparency

Enbridge will conduct its business in an open, honest and ethical manner. We are committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in our daily operations and to promote confidence in our governance systems. Our risk management and operating standards recognize the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

We report our sustainability performance through our annual Sustainability Report, and we commit to engaging with our stakeholders on how we can continuously improve our sustainability performance.

Enbridge will advise our partners, contractors and suppliers of our expectations regarding safe, ethical, environmental, social and governance related practices, both in connection with our relationships with them, and their relationships with their partners, contractors and suppliers. We will further screen and work with our partners, contractors and suppliers to achieve consistency with this policy.

This Policy applies to activities undertaken by or on behalf of Enbridge and its controlled subsidiaries anywhere in the world.

## Our workforce

We are a diverse, equitable and inclusive workplace. We want all employees to feel valued and supported, be treated with fairness and dignity, and have equal opportunity to excel.

Enbridge applies fair wages and other labor practices that respect the national and local laws of the countries and communities where we operate. We are committed to providing equal opportunity in all aspects of employment and career advancement. We believe diversity unlocks innovation and we solve business challenges better when we bring people with diverse perspectives together.

Enbridge believes that everyone has the right to a safe and respectful work environment. We do not engage in or tolerate unlawful workplace conduct, including any form of discrimination, intimidation, harassment or retaliation against people who report incidents in good faith, as set out in our Respectful Workplace, Harassment, Violence Policy.

Enbridge supports financial, physical, social and mental well-being, and we maintain ongoing engagement with our employees to inform our workforce policies and programs. We invest in personal and professional development to equip our people with the skills and knowledge they need to implement Enbridge's business strategy and to support their professional goals.

Enbridge respects the rights of workers and employees to freedom of association and collective bargaining. We maintain and foster a cooperative approach to union and management relationships and to following labor laws of the countries in which we operate and our Statement on Business Conduct.

## Health and safety

Safety is one of Enbridge's core values, our highest priority and is embedded in all aspects of our business. Enbridge is committed to ensuring everyone returns home safely at the end of each and every day, and that our assets are operated in a safe and reliable manner. We base our commitment to safety on our care for employees, contractors, the communities in which we operate and the environment.

Enbridge's focus on safety extends to the reliability of our assets, and specifically the design, construction, operation and maintenance of our energy infrastructure. Our attention to system safety underpins our commitment to the personal safety of our workers and the communities and people who live near our operations.

Our approach to health and safety is grounded in six safety principles, which articulate the safety mindset we strive for in pursuit of our goal of ensuring everyone returns home safely.

We operate in accordance with our Safety and Reliability Policy and governance framework, which identifies safety accountabilities and responsibilities at every level of our organization – from front-line employees and contractors to our Executive team and the Enbridge Board of Directors.

We work to build and maintain a culture that strives to engage every member of the Enbridge team in our shared pursuit of outstanding safety performance. We provide our employees and contractors the tools they need to ensure safe and reliable operations through health and safety training, and education programs. We investigate incidents and near misses to identify and address their root causes and we share and apply the lessons we learn to strengthen our systems and make our workplace safer.

Enbridge regularly engages with stakeholders and communities in which we operate about our safety practices and safety culture, and we work with industry peers, regulators and others to promote best practices and continuous improvement.

## Environment

Enbridge operates in a manner that minimizes the impacts of our business activities on climate, land, air, water, wildlife and biodiversity, and historical and cultural resources. We integrate environmental considerations over the life of our assets – from design and construction to operation and maintenance, and decommissioning and deactivation of our infrastructure.

Our commitment to the environment is articulated in our Safety and Reliability Policy and our Environmental Protection Program defines environmental management accountabilities and responsibilities in our organization. We continually monitor and assess our environmental performance to enhance our environment program practices across our projects and operations.

We recognize that our projects and operations impact natural habitats, ecosystems and cultural resources. We implement avoidance and mitigation measures that aim to protect and maintain biodiversity, which in turn protect ecosystem function. We work in ways that respect the values and priorities of communities where we operate and the significance of cultural heritage to Indigenous peoples.

Enbridge understands the link between climate change and the environment. Our Climate Policy outlines the key principles that guide our efforts to play a leadership role in the transition to a lower-carbon future and identifies the actions we are taking to manage climate risks and respond to climate opportunities.

## Community and Indigenous engagement and inclusion

Enbridge is committed to building and maintaining relationships based on trust and respect, and to contributing to the social and economic development of the communities where we live and work over the life of our assets.

We respect the diverse values and perspectives in communities where we operate, and we seek understanding and support for our projects and operations through timely, open and respectful engagement. We engage potentially affected communities, Indigenous nations and groups, and landowners early to assess and develop measures to avoid and/or mitigate adverse social and environmental impacts of our projects and operations.

Enbridge works with local and Indigenous communities to generate shared social and economic benefits through inclusion in our projects and operations, respecting their interests and priorities. We continually incorporate community and Indigenous perspectives to enhance our engagement approach and practices.

## Human rights

Enbridge recognizes that we have a responsibility to address human rights impacts linked to our operations. Respect for human rights is embedded in our core values and all aspects of our business through our Statement on Business Conduct and our operating standards.

Our commitment to respect human rights is guided by the following principles:

- Enbridge will always strive to build trust and demonstrate respect for human dignity and rights in all interactions it enters into, including respect for cultures, customs and values of individuals and groups.
- We adopt a preventative approach that seeks to ensure Enbridge neither causes nor contributes to adverse human rights impacts through our activities, including through meaningful consultation with potentially affected stakeholders.
- Enbridge recognizes that Indigenous peoples have distinct rights. Our Indigenous Peoples Policy outlines the key principles that guide our engagement with Indigenous peoples, nations and groups that have interests in lands on which our assets are located, and our efforts to advance reconciliation with Indigenous peoples. The Policy and Enbridge's approach to Indigenous engagement and inclusion are aligned with and respect the UN Declaration on the Rights of Indigenous Peoples.
- Enbridge's core values of Safety, Integrity, Respect and Inclusion underpin our respect for the rights of others to express their views freely, including human rights defenders who lawfully exercise their right to protect recognized human rights through peaceful means. We strive to engage human rights defenders directly and in good faith about our business activities. Enbridge recognizes the right of human rights defenders to support, promote and defend the human rights of others, in line with the UN Declaration on Human Rights Defenders.
- As a signatory to the United Nations Global Compact (UNGC), Enbridge is committed to upholding the UNGC Principles. We adopt a zero-tolerance policy for human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse such as threats and acts of violence, including against human rights defenders engaged in peaceful activities in line with the UN Declaration on Human Rights Defenders. Our zero-tolerance policy extends to the use of child labor, forced labor or human trafficking in any form in our operations or supply chain.
- We will work with governments and agencies to support and respect human rights and raise awareness within our sphere of influence. Our Security Policy is aligned with the Voluntary Principles on Security and Human Rights, which recognize that "force is used only when strictly necessary and to an extent proportional to the threat."
- Enbridge will provide ongoing leadership, resources, training and monitoring to ensure the effective implementation of the above principles and we will continue to engage with others to ensure respect for human rights throughout our operations. We will maintain an open-door policy for members of communities directly impacted by our operations and human rights defenders who wish to raise human rights risks. We expect the same of our employees, suppliers, contractors and business partners.

## Corporate citizenship

As an employer with team members across North America, and an operator of energy infrastructure that runs through thousands of communities, Enbridge places high priority on the role we can play in contributing to their safety, vibrancy and sustainability. We collaborate with communities, Indigenous nations and groups and other partners to identify and develop opportunities that strengthen community partnerships, support networks and foster constructive relationships.

We consider donation and sponsorship opportunities in communities where we operate that meet established eligibility criteria. Our grant application review and selection process is designed to ensure our community investments meet the needs of our partners, align with our values, are used appropriately and do not result in conflicts of interest. We report our corporate citizenship performance in our annual Sustainability Report.

\*Annual sign-off of the Statement on Business Conduct is a condition of employment at Enbridge. Policies supporting the Sustainability Policy are:

- [Statement on Business Conduct](#)
- [Indigenous Peoples Policy](#)
- [Safety and Reliability Policy](#)
- [Climate Policy](#)
- [Supplier Code of Conduct](#)
- [Responsible Procurement Policy](#)
- [Privacy Statement](#)
- [Whistleblower Policy](#)
- [Equal Employment Opportunity Policy](#)