



# Equal Employment Opportunity Policy

## Policy Statement

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It is the policy of Enbridge not to discriminate against any employee or applicant for employment because of their race, color, sex (including pregnancy), religion, national origin, ethnicity, hair style and texture, citizenship, sexual orientation, gender (including gender identity or expression), age, marital status, disability, genetic information, status as a protected veteran or any other characteristic protected under applicable federal, provincial, state, or local law. All Enbridge employees, other workers and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment. Enbridge will ensure that all personnel actions, such as recruitment, hiring, promotion, training, compensation, benefits, termination, etc., will be administered to further the principles of equal employment opportunity.

The employment terms set out in this policy work in conjunction with, and do not replace, amend, or supplement any collective bargaining agreement that a union has with Enbridge. Union-represented employees should consult their Collective Bargaining Agreement.

## Employment of Individuals with Disabilities and Protected Veterans

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It is also the policy of Enbridge to employ and to advance in employment all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. Such action shall apply to all personnel actions and employment practices as described above.

Enbridge complies with the American with Disabilities Act (ADA), as amended by the ADA Amendments Act, Section 503 of the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA"), and all applicable state or local laws. The Company engages in limited mandatory affirmative action for protected veterans and individuals with disabilities as required under laws administered by the Office of Federal Contract Compliance Programs ("OFCCP"). Melissa Moye, the Chief Human Resources and Inclusion Officer, has been designated as the person in charge of these compliance measures and her support for these efforts is reflected by her sponsorship of this policy. Portions of the affirmative action program mandated by the OFCCP are available for review upon request during business hours by contacting HR Compliance or your Human Resources representative.

Enbridge will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. If you believe you need an accommodation, refer any such request to HR Health Services.



Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination if they engage in activities such as (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, or hearing; (3) oppose any unlawful act or practice; or (4) exercise any other rights that protect veterans and/or individuals with disabilities as prescribed under [41 CFR Parts 60-300.44](#) and [60-741.44](#).

## **Complaint Procedure and No Retaliation**

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A person who witnesses or is subjected to harassment, discrimination, or retaliation (“Prohibited Behavior”) committed by or against an employee is encouraged to bring the matter to the attention of the person responsible for the conduct. The complainant or witness may also report the matter to their People Leader, Human Resources, Compliance, or the Enbridge Ethics Helpline. If the complaint involves the complainant’s supervisor, the conduct must be reported to Human Resources or the Ethics Helpline.

The Company will investigate all reports of Prohibited Behavior. All substantiated incidents of Prohibited Behavior will result in appropriate action by the Company. An employee who engages in Prohibited Behavior will be subject to disciplinary action, up to and including termination of employment.

No one may retaliate against a person for having made a good faith report or complaint under this policy or for having cooperated with an investigation under this policy; an employee who does so will be subject to disciplinary action, up to and including termination of their employment.

Willful false accusations of Prohibited Behavior are considered a violation of Company policy and may result in disciplinary action, up to and including termination.

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## **Violations of this Policy**

Any employee, regardless of position or title, whom Enbridge determines has subjected an individual to discrimination or retaliation in violation of this policy may be subject to discipline, up to and including termination of employment.

This policy is not intended to preclude or dissuade employees from engaging in legally protected activities/activities protected by state or federal law, including the National Labor Relations Act, including but not limited to discussing wages, benefits, or terms and conditions of employment.

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**Sponsor:** Melissa Moye, Chief Human Resources and Inclusion Officer

**Effective Date:** January 1, 2026