

# Ethics and compliance

## Why it's important

Enbridge employees, and the suppliers and contingent workers (which includes contractors) who engage with us, share the responsibility for maintaining high standards of business conduct. Our commitment to ethical practices is supported by strong policies and demonstrated by our performance transparency. Our policies and processes are designed to promote a culture of integrity to guide our choices, inform our judgment, build trust and protect us from legal and financial risks.

## Governance

The Audit, Finance and Risk Committee of the Board provides the highest level of oversight for our Ethics and Compliance Program, while the Executive Leadership Team and Chief Compliance Officer are accountable for managing it. The goal of this program, and its related procedures, is to support adherence and monitor compliance with applicable laws and regulatory requirements.

## Policies and training

Strong policies and regular training allow us to provide clear expectations of our employees and reinforce our commitment to making the right choices and doing the right thing. Our policies and training cover:

- **Business conduct:** The Enbridge Statement on Business Conduct (SOBC) reflects both the vital role we play in people's lives and the important responsibilities placed upon us. It provides practical guidance to help us recognize and address uncertainty and risk. The SOBC is guided by our values of Safety, Integrity, Respect, Inclusion and High Performance. At the start of employment and annually thereafter, all employees and contingent workers are required to complete online training and certify compliance with the SOBC. Vendors, consultants, contractors and other third parties are also required to follow

the SOBC. In 2025, 99.9% of our employees and contingent workers completed this training, covering a variety of topics such as conflicts of interest, gifts and entertainment, respectful workplace, anti-bribery and anti-corruption, fraud and privacy, and whistleblower reporting. An employee or contingent worker who violates any part of the SOBC may face disciplinary action, including termination of employment or contract.

- **Fraud awareness:** We provide fraud awareness training as part of our annual mandatory SOBC online training. The SOBC clearly outlines actions that constitute fraud, aimed at preventing misuse of funds or assets that could result in financial or reputational damage. We also provide a stand-alone Fraud Awareness course that is mandatory for all employees to complete every three years.
- **Anti-corruption and anti-bribery:** Our Anti-Bribery and Anti-Corruption and other Financial Crimes Policy sets our expectations on bribery and corruption. Through the annual SOBC training, our employees and contingent workers learn about and agree to abide by our stance on these topics. To increase awareness, we have an automated system whereby individuals booking travel to countries at higher risk of corruption (determined by the Corruption Perceptions Index) receive a reminder of this increased risk along with links to the related policy and details on their point of contact within the Ethics and Compliance team.
- **Non-retaliation:** Any of our employees, short-term or contract workers can provide confidential and anonymous submissions on ethical or legal misconduct and each has the same non-retaliation assurances. The Whistle Blower Policy documents how such complaints are received and recorded, and explains how individuals who report suspected misconduct are protected from retaliation.

## Our approach

### Corruption risk assessment

We assess corruption risks across our operations and value chain, focusing on high-risk activities and jurisdictions. These assessments inform our compliance program, policies and training.

### Building a speak-up culture

Fostering an ethical culture is critical to our business success. A speak-up culture is an environment that encourages voicing good-faith concerns without the fear of retaliation. We build this culture by being transparent about our performance, normalizing ethical dilemmas and by offering different avenues for employees to speak up.

To raise awareness about ethical work practices, we host events and campaigns throughout the year. In July 2025, we released our third annual Speak-up Report, which reinforces our speak-up culture in action and provides transparent data on the types of reports received and investigated, substantiation rates, and disciplinary and other corrective actions. By sharing this information, we aim to strengthen our ethical and speak-up culture and demonstrate our commitment to organizational justice and transparency.

**Ethics Helpline and reporting procedures:** We encourage employees to report concerns regarding suspected violations of legal and ethical obligations to their people leader, the Ethics and Compliance department or anonymously and confidentially by using Enbridge's Ethics Helpline. The Ethics Helpline, operated by an independent third party, is available 24/7 via telephone, online and SMS. The Helpline allows stakeholders to ask questions about the Company's governing policies and practices. The Ethics and Compliance department manages reports and questions submitted through the Ethics Helpline in accordance with an internal documented process. The Audit, Finance and Risk Committee receives a quarterly report on concerns received through the Ethics Helpline. To reach our Ethics



Helpline, visit [enbridgeethicshelpline.com](https://enbridgeethicshelpline.com) or call 1-866-571-4989. For substantiated reports, appropriate action is taken, which can include training, coaching, reduction of employee's bonus and termination.

### Managing third-party risk

Although partnerships and collaboration are a normal part of corporate behavior, doing business with external parties introduces third-party risk (including ethics, corruption, cybersecurity and data privacy) that could, if not properly managed, result in serious financial and reputational damage to Enbridge. Our efforts to support the mitigation of third-party risk include:

- **Supplier management:** We aim to work with vendors, consultants and contractors who share our values and require them to adhere to our SOBC and Supplier Code of Conduct. Read more about our supplier management practices [here](#). Over the past year we added content about our Artificial Intelligence Policy to our Supplier Code of Conduct.

- **Third-Party Risk Management Program:** Through this program, we screen and monitor third parties (suppliers, joint venture partners, mergers and acquisitions targets) for bribery and corruption, money laundering, terrorist financing, facilitation of tax evasion, sanctions and human rights-related risk. Read more in our [Fighting against forced labour and child labour in supply chains report](#).

- **Awareness:** Enbridge delivers various sessions across the organization to raise awareness on key ethics topics, including third-party risk. Some sessions are targeted to specific departments based on their responsibilities or the nature of their work, while others are offered as general employee awareness initiatives. See the 2025 Activities section for further details on the awareness activities conducted in 2025.

## 2025 activities

In 2025, Enbridge focused on awareness initiatives to strengthen our ethics and compliance culture, including:

- In March, we provided an information session available to all employees focused on the risks of human trafficking. In October, we provided an information session to select Enbridge departments, delivered as part of a broader energy sector awareness program.
- In November, we again observed National Ethics and Compliance Week. The theme – “Speak up without retaliation” – reinforced our commitment to creating a safe environment where employees feel confident raising concerns. The campaign featured an interactive Jeopardy style game, a podcast episode with our Chief Compliance Officer and an ethics and compliance knowledge quiz.
- In December, we recognized International Anti-Corruption Day across the organization, reinforcing our commitment to act with integrity and avoid bribery in all business dealings.

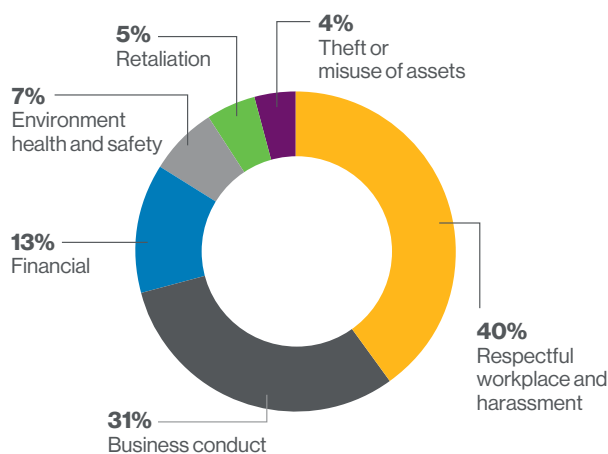
### Annual ethics and compliance reporting

We continue to work in accordance with applicable government regulations to prevent fines, penalties and violations. Any penalties exceeding C\$10,000 or US\$10,000, depending on jurisdiction, are disclosed on page 78 of our [2025 Sustainability Report](#).

Through our Ethics Helpline, we received 211 matters in 2025, compared with 181 in 2024. Reports involve various types of misconduct. These insights help us monitor trends, address concerns proactively and continuously improve our programs.

### 2025 Ethics Helpline reports by category

(% of reports)



Respectful workplace and harassment concerns are the largest category of ethics reports. Respectful workplace and related topics are covered as part of our annual SOBC training.



**Learn more**

**[Sustainability: Our policies](#)**

**[Corporate documents and policies](#)**

**[2026 Management Information Circular](#)**