

Our ESG Goals



Emissions

Climate change requires serious solutions. With assets across the energy system, we are well-positioned to adapt to the energy transition over time while continuing to provide the energy people need and want.

Our targets

**Net
zero
emissions**
by 2050



Achieve net zero emissions from our business by 2050

**Reduce emissions
intensity**

35%
by 2030

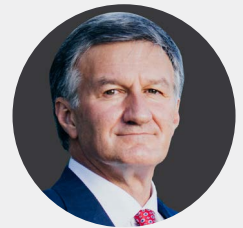


Reduce the intensity of GHG emissions from our operations by 35% by 2030

To meet its 2030 emission reduction targets and 2050 net zero target, Enbridge will pursue multiple pathways, strongly aligned and embedded in our strategy and business plans, including:

- 1** Modernization, technology and innovation improvements applied to existing infrastructure to reduce emissions intensity
- 2** Building and operating renewable “self power” generation facilities to reduce emissions related to the energy consumed by operations
- 3** Gradual investment in lower-carbon projects and businesses
- 4** Purchasing and retaining renewable energy credits and selective investment in nature-based solutions and offsets

“ Our challenge is two-fold—meeting growing global energy demand with affordable, reliable energy, while at the same time, reducing GHG emissions.



At Enbridge, we want to have impact all along the energy value chain—from reducing emissions from our operations to lowering the emissions intensity of the energy we deliver. We’re investing in renewable power and in innovative solutions like renewable natural gas and hydrogen. And we’re working with our customers and consumers to encourage energy efficiency. It all adds up in achieving a lower emissions future.”

Al Monaco,
President & Chief Executive Officer

Enbridge has previously set and met emissions targets. Between 2005 and 2011, we reduced GHG emissions in its Canadian operations by 21% below 1990 levels and achieved a further 5% reduction within its utility operations between 2011 and 2015.

We significantly accelerated our strategy to adapt to the energy transition over time with the acquisition in 2017 of Spectra Energy Corp., the largest natural gas transmission network in the U.S., which materially shifted our business mix and the carbon intensity of the energy that it delivers to meet the energy needs of millions of North Americans.

More information on Enbridge’s pathways to achieve zero emissions is available [here](#).



Safety

We believe all injuries, incidents and occupational illnesses are preventable and we pursue continuous improvement towards our goal of zero incidents.

Our targets

10% 
improvement
in employee and
contractor **injuries**
over 3-year average

Improve safety performance and target a continuous improvement in our total recordable incident frequency. In 2021, achieve 10% improvement over previous three-year average, Total Recordable Incident Frequency (TRIF) rate for employees and contractors and maintain industry-leading safety performance against U.S. Bureau of Labor Statistics benchmarks.

Continuous improvement
towards a goal of
zero incidents 

Maintain the highest standards for safety toward our goal of zero systems incidents. In 2021, implement a new voluntary industry standard (CSA Z260-19: Pipeline system safety metrics) criteria for pipeline system safety performance enterprise-wide and establish 2021 baseline to set Business Unit targets for 2022 forward.

“ Safety is, and will always be, our highest priority. If we don't get this right, nothing else matters. We believe all incidents can be prevented and our goal is zero — no incident is acceptable. We're driving to that goal through continuous improvement, applying our learnings and strengthening our safety culture across our company. ”

Al Monaco,
President & Chief Executive Officer

Enbridge's primary duty is to safety and reliability and we are committed to meeting our obligations for safety, security and protection of the environment, as well as delivering on our commitments to stakeholders. Enbridge's [Safety and Reliability Policy](#) reinforces the Company's strong safety culture and disciplined, deliberate and unrelenting approach to risk mitigation.

Inclusion, diversity, equity and accessibility



Diversity and inclusion drives innovation and better decisions, employee engagement and our ability to attract top talent. A workforce that better reflects our communities strengthens relationships and trust.

Our goals

Representation on the Board of

40% women and **20%** underrepresented ethnic and racial groups by 2025.



Strengthen diversity on our board – achieve representation on the Board of 40% women and 20% underrepresented ethnic and racial groups by 2025.



Build an inclusive environment

that represents the communities in which we operate, through achievement, by 2025, of workforce representation of¹:

6% people with disabilities **7%** veterans
28% underrepresented ethnic and racial groups **40%** women

¹ With regard to diversity, the word “targets” and any percentage targets listed, are aspirational goals which we intend to achieve in a manner compliant with state, local, provincial and federal law, including, but not limited to, US federal regulations and Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL) and Office of Federal Contract Programs (OFCCP) guidance.

Enbridge's goals for representation of women, ethnic and racial groups, people with disabilities and veterans were set and shared with employees in 2018; progress towards them is shared through a “Diversity Dashboard” on the Company's intranet. Having made significant progress, **we are accelerating our goals from an original date of 2028 to 2025**, and sharing them publicly, enhancing transparency and accountability to all stakeholders.

In response to the recent spotlight on injustices experienced in society by Black and Indigenous communities, Enbridge is also exploring ways to elevate anti-racism and equity and place specific focus and emphasis on representation of Black, Indigenous and other racialized groups.

Enbridge's CEO is signatory to pledges by CEO Action for Diversity and Inclusion in the U.S. and BlackNorth in Canada, both of which reinforce our commitment to meaningful and enduring change.

For more on Enbridge's strategy and approach to building a diverse and inclusive workforce, see our [2019 Sustainability Report](#).



“ We know from experience the business value of diverse and innovative thinking and having a workforce that reflects the communities in which we operate. It's the right thing to do and it's good business. We're continually learning from our employees how to cultivate a workplace that is welcoming and inclusive. ”



Cynthia Hansen,
President, Enbridge Gas Inc. and co-chair
of Enbridge's Diversity and Inclusion
Steering Committee

Indigenous inclusion



We are committed to Indigenous reconciliation. Our continued success relies on our ability to build and maintain relationships with Indigenous communities near where we do business.

Our goals

3.5% 
representation
within our workforce of
Indigenous people¹
by 2025.

Increase representation of Indigenous peoples in our workforce. In 2021, we will continue to evolve our Indigenous employment strategy and work towards a goal of 3.5% representation within our workforce of Indigenous people by 2025.

100% 
of workforce to complete
Indigenous awareness training
by 2022.

Enhance our understanding and knowledge of Indigenous culture and rights – require all new employees to complete cultural awareness training in 2021; target 100% completion from all employees and contractors by 2022.

“ We value collaboration with Indigenous communities — true partnerships that respect culture, the environment and community health first, but also generate economic benefits. ”



Byron Neiles,
Executive Vice President, Corporate Services

Enbridge's [Indigenous Peoples Policy](#) outlines the key principles that guide our approach to engaging with Indigenous communities that have interests in lands on which our assets are located.

We take a lifecycle approach to engagement and remain deeply committed to building relationships for the long-term.

In addition to meaningful consultation practices, Enbridge engages with Indigenous communities to invest in projects and initiatives that create short and long-term economic benefits. We have begun the process of identifying and setting economic inclusion targets, including our activities with Indigenous-owned businesses, contractors and suppliers throughout our supply chain and procurement process.

For more on Enbridge's strategy and approach to Indigenous inclusion, see our [2019 Sustainability Report](#).

Also see our discussion paper, [Indigenous Rights and Relationships in North American Energy Infrastructure](#).

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Supplier diversity



We recognize that a strong, diverse supplier community is essential to the resiliency and agility of our supply chain and contributes to the vitality of the communities where we live and work.

Our goals



Increase procurement
from diverse suppliers.

Advancing our supplier diversity program to increase procurement from, and number of, diverse suppliers. In 2021, we will:

- Complete an inventory of our current list of suppliers to confirm diverse suppliers and identify opportunities to increase spend with certified diverse businesses
- Introduce and implement our supplier diversity policy
- Set supplier diversity targets

We recognize that having a diverse group of suppliers results in value and innovation.

In 2019, we fully defined our supplier diversity program structure, goals and advocate network and updated our supplier registration form to identify diverse businesses interested in working with Enbridge, assisting us to achieve our supplier diversity goals.

Enbridge is a member of various organizations that support our supply chain objectives. We leverage our memberships to gain access to information and research on best practices.





Cybersecurity

Implement effective cyber defense programs to protect the confidentiality, integrity, availability and reliability of information and services.

Our targets



Advance effective cyber defense programs to protect information and services.

- Ensure employee awareness and understanding of security responsibilities – 100% completion of annual certification and training.
- Continue to regularly assess cybersecurity maturity and defense capabilities both through internal audits as well as independent third-party engagements including, but not limited to, an annual maturity assessment against the NIST cybersecurity framework.

We recognize that cyberattacks are a top risk and have continued to increase in sophistication and frequency over the years.

As an operator of critical energy infrastructure, we conduct continuous assessments of our cybersecurity standards, perform regular tests of our ability to respond and recover and monitor for potential threats.

To further mitigate threats we collaborate with governments, regulatory agencies and take part in external events to learn and share. At all levels of our company, we have robust systems, policies and processes in place to protect our customers' and stakeholders' privacy and data.

Disclosure and accountability

To drive results and accountability, Enbridge will expand links to incentive compensation to performance on emissions reduction and diversity, complementing safety metrics already embedded. Objectives will be set out in annual scorecards. All Enbridge employees will have line of sight to achievement of our ESG goals.

Enbridge has a long history of reporting on its ESG performance. Progress on our ESG goals and targets will be shared in our annual sustainability report, which is prepared in alignment with Global Reporting Institute (GRI) core standards, the Sustainability Accounting Standards Board (SASB) standards for the oil and gas midstream and natural gas utilities sectors and the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Related reports

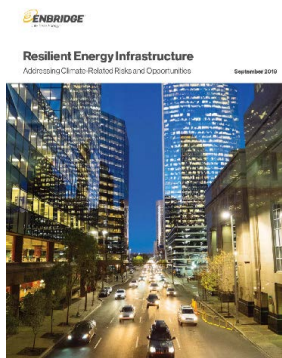
For complementary information, please reference the following reports:



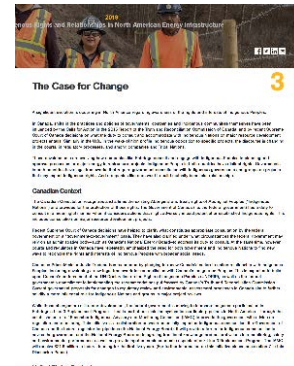
2019 Sustainability report



2019 ESG datasheet



2019 Resilient Energy Infrastructure:
Addressing climate-related risks and opportunities



Indigenous Rights and Relationships discussion paper

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