

Equal Employment Opportunity, Anti-Discrimination and Affirmative Action Policy

Policy Statement

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, 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 so as 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. Wherever employment terms in this policy differ from the terms expressed in the applicable collective bargaining agreement with Enbridge, employees should refer to the specific terms of the collective bargaining agreement, which will control.

Employment of Individuals with Disabilities and Protected Veterans

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 Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, and all applicable state or local laws. 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 filing a complaint; assisting or participating in an investigation, compliance evaluation, or hearing; oppose any unlawful act or practice; or exercise any other rights that protect veterans and individuals with disabilities as prescribed under [41 CFR Parts 60-300.44](#) and [60-741.44](#).

Affirmative Action Policy

It is the policy of Enbridge to take affirmative action with respect to minorities, females, individuals with disabilities and protected veterans in all employment actions as described above.

As CEO of Enbridge, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have designated James D. Haynes as Affirmative Action Program Officer for Enbridge. Mr. Haynes is charged with the overall responsibility of implementing policy, outlining objectives, and general administration of our Equal Employment Opportunity and Affirmative Action programs, including establishing and maintaining an internal audit and reporting system that allows for effective measurement of Enbridge's programs. All Enbridge leaders and supervisory personnel are responsible and accountable for implementation of the Equal Employment Opportunity and Affirmative Action Policy in their specific areas of responsibility.

Enbridge maintains a comprehensive Affirmative Action Program for minorities and females, individuals with disabilities and protected veterans, which is available for review upon request. Inquiries related to Affirmative Action and Equal Employment Opportunity should first be directed to your Human Resources representative or to HR Diversity, Inclusion and Talent Acquisition Strategy.

Complaint Procedure and No Retaliation

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 his or her People Leader, Human Resources, Compliance, or the Enbridge Ethics and Conduct Hotline. If the complaint involves the complainant's supervisor, the conduct must be reported to Human Resources, Compliance, or the Ethics and Conduct Hotline.

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.

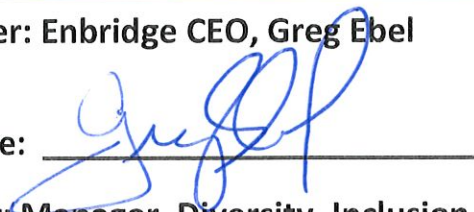
Violations of this Policy

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, such as discussing wages, benefits, or terms and conditions of employment.

Approver: Enbridge CEO, Greg Ebel

Signature: _____



Sponsor: Manager, Diversity, Inclusion and Talent Acquisition Strategy

Effective Date: January 1, 2023
