

# HEALTH, SAFETY & ENVIRONMENT POLICY



## I. PURPOSE OF THE POLICY

Pembina is committed to protecting the health and safety of workers, the public and safeguarding the environment affected by Pembina's activities.

## II. SCOPE AND APPLICATION

This Policy applies to all officers, employees, agents, consultants, contractors, and directors of Pembina ("**Personnel**"). It is intended to supplement, not replace, all existing laws, regulations, agreements, and contracts that currently apply to Pembina's Assets.

### Definitions

In this Policy:

"**Assets**" means any person, facility, material, information, business reputation or activity that has value to Pembina;

"**Board**" or "**Board of Directors**" means the board of directors of the Corporation from time to time;

"**Corporation**" means Pembina Pipeline Corporation;

"**Pembina**" means collectively, the Corporation and its subsidiaries; and

"**Policy**" means this Health, Safety and Environment Policy.

## III. PRINCIPLES

Pembina believes that excellence in health, safety and environmental practices is essential to the well-being of the Corporation. We are committed to providing a safe and healthy environment so that each and every one of us can go home safely at the end of the day, the public is protected, Pembina Assets are protected and we safeguard the environment from adverse effects. We believe all workplace illnesses and injuries can be prevented.

Pembina believes that predictable and sustainable results in our operations are built on a culture of continuous improvement and risk management in health, safety and environmental performance. To achieve these commitments, Pembina will:

- Comply with all applicable health, safety and environmental regulations, legal requirements and regulatory approvals in conducting our activities (including the prevention of ruptures, liquid and gas releases, fatalities and injuries).

- Establish an operating management system containing appropriate programs, standards, processes, and procedures to:
  - identify occupational health and safety, process safety and environmental risks;
  - reduce these risks to an acceptable level;
  - drive continuous improvement in managing risk; and
  - drive enterprise consistency in managing risk.
- Ensure processes are in place for identifying and monitoring compliance with all legal requirements that are applicable to Pembina in the matters of safety, security and protection of the environment, and to support continuous improvement thereof.
- Report hazards, potential hazards, incidents and near misses in an efficient and timely manner, and, in accordance with the Pembina Whistleblower Policy, ensure any Personnel making a report are not subject to disciplinary action.
- Develop clearly defined responsibilities, competency requirements and training to provide Personnel the ability to perform their duties in a manner that is safe, meets or exceeds legal and regulatory requirements, and ensures the safety of people, Assets, and the environment.
- Ensure all Personnel have the authority to stop or pause unsafe work and are not subject to disciplinary action for using such authority.
- Ensure that Personnel conduct their activities safely and responsibly in accordance with Pembina's operating management system.
- Hold all Personnel accountable for providing leadership, visible commitment and execution to meet our occupational health and safety, process safety, environmental and emergency management goals and advance a culture of prevention.
- Establish goals and objectives and measure company and individual performance against them.
- Maintain regular monitoring and reporting on occupational health and safety, process safety and environmental performance to ensure timely improvement in operating and construction practices.
- Promote and maintain communications with the public affected by our operations so we can address their concerns.
- Favour the selection of industrial and business partners on the basis of their ability to comply with this Policy.
- Maintain an emergency management program that is comprehensive and designed to:
  - support our commitment to the safety of the public, workers, environment, Assets, continuous improvement processes; and

- utilize a hazard-based approach that supports planning, preparedness, response capabilities and mitigation.

Pembina takes its commitment to health, safety and the environment seriously, and Personnel are expected to live up to this commitment.

The operating management system and accompanying programs, ongoing training and other tools have been implemented to assist in meeting Pembina's expectations. Personnel are expected to familiarize themselves with these resources and use them to assist in fulfilling their job responsibilities.

## IV. COMPLIANCE

Personnel must comply with this Policy, supporting policies and the operating management system at all times.

Any breaches of this Policy may result in disciplinary action up to and including termination of employment for cause or termination of engagement, as well as potential civil and criminal sanctions.

Violations of this Policy should be reported in accordance with Pembina's Whistleblower Policy.

## V. REVIEWED AND APPROVED

The Senior Vice President and Chief Operating Officer and the Senior Vice President, External Affairs and Chief Legal and Sustainability Officer are the owners of this Policy. This Policy will be:

- reviewed by the Senior Vice President and Chief Operating Officer and the Senior Vice President, External Affairs and Chief Legal and Sustainability Officer annually; and also
- reviewed and approved by the Safety, Environment and Operational Excellence Committee annually.

This Policy was last reviewed and approved by the Safety, Environment and Operational Excellence Committee in August 2024.

## VI. RELATED POLICIES

The following policy relates to the subject matter of this Policy:

- [Code of Ethics Policy](#)
- [Whistleblower Policy](#)

## VII. SUPPORTING DOCUMENTS

Rules and Conventions in support of this Policy may be created and approved by the Senior Vice President and Chief Operating Officer and the Senior Vice President, External Affairs and Chief Legal and Sustainability Officer.