

Pembina's
Fighting Against
Forced Labour and
Child Labour in
Supply Chains Act (“Act”)
Statement for 2024



The Act came into force on January 1st, 2024, and requires certain businesses to disclose their efforts to address the issue of forced labour and child labour ("Modern Slavery") in their business operations and supply chains. It is intended to prevent and reduce the risks of Modern Slavery in the supply networks of Canadian businesses. Pembina Pipeline Corporation makes this joint statement ("Statement") pursuant to the Act on its own behalf and on behalf of certain of its affiliates¹ (together, "Pembina," "we" or "our") with respect to the reporting period of January 1st, 2024, to December 31st, 2024.

BACKGROUND

Pembina supports human rights as defined by the Universal Declaration of Human Rights, which recognizes that "all human beings are born free and equal in dignity and rights." We work to elevate human potential through our operations, and we expect the same from our suppliers. We focus on working with long-term, strategic suppliers that demonstrate a commitment to engaging their workers, providing safe working conditions, and advancing environmental responsibility in accordance with Pembina's [Supplier Code of Conduct](#). This includes working to combat the risks of Modern Slavery.

This Statement discusses those of Pembina's business practices implemented to address Modern Slavery. Such practices were followed throughout 2024.

STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

Pembina is a leading energy transportation and midstream service provider that has served North America's energy industry for over 70 years. Pembina owns an extensive network of strategically-located assets including hydrocarbon liquids and natural gas pipelines, gas gathering and processing facilities, oil and natural gas liquids infrastructure and logistics services, and an export terminals business.

Pembina is structured into three divisions: Pipelines Division, Facilities Division and Marketing & New Ventures Division. With respect to each: (i) the Pipelines Division provides customers with pipeline transportation, terminalling and storage in key market hubs in Canada and the United States for crude oil, condensate, natural gas liquids and natural gas; (ii) the Facilities Division includes infrastructure that provides Pembina's customers with natural gas, condensate and natural gas liquids services; and (iii) the Marketing & New Ventures Division leverages Pembina's integrated value chain and existing network of pipelines, facilities, and energy infrastructure assets to maximize the value of hydrocarbon liquids and natural gas originating in the basins where Pembina operates.

¹ The Pembina Pipeline Corporation affiliates this Statement is made on behalf of are: (i) Pembina Pipeline; (ii) Pembina West Limited Partnership; (iii) Pembina Oil Sands Pipeline L.P.; (iv) Pembina Midstream Limited Partnership; (v) Pembina Empress NGL Partnership; (vi) Pembina Infrastructure and Logistics LP; (vii) Pembina Prairie Facilities Ltd.; (viii) Alberta Ethane Gathering System L.P.; (ix) PKM Cochin ULC; (x) PKM Canada Marine Terminal Limited Partnership; (xi) PKM Canada North 40 Limited Partnership; (xii) Base Line Terminal East Limited Partnership; (xiii) Pembina U.S. Corporation; (xiv) Pembina Cochin LLC; (xv) Pembina Gas Services Limited Partnership; (xvi) PGI Processing ULC; (xvii) Veresen Midstream Limited Partnership; (xviii) Alliance Pipeline L.P.; (xix) Alliance Pipeline Limited Partnership; (xx) Aux Sable Canada LP; (xxi) Aux Sable Liquid Products LP; and (xxii) Aux Sable Midstream LLC.

As of December 31, 2024, Pembina employed 2,997 personnel. To learn more about Pembina, view our most recent annual and interim financial statements, together with management's discussion and analysis, as well as our annual information form for the year ended December 31, 2024, on [our website](#).

The majority of Pembina's suppliers are located across Canada and the US. We strive for long-term relationships with suppliers that are committed to complying with our standards of sustainability, human rights, and compliance with local laws. Our sourcing strategy seeks suppliers: (i) with demonstrable corporate responsibility and sustainability leadership, seeking to move beyond minimum standards; and (ii) who drive sustainable business growth by minimizing their environmental impacts, fostering a strong safety culture, and developing an engaged and valued workforce.

Pembina's commitment to ethical practices in our own operations and our supply chains begins at the highest level, the Board of Directors. The Board of Directors and its committees review and evaluate Pembina's significant strategies, activities, policies, investments and programs regarding corporate purpose, including corporate responsibility, sustainability, human rights, global community, social impact, and diversity and inclusion; and provide oversight of management's efforts to ensure that Pembina's dedication to sustainability (including environmental sustainability and human rights) is reflected in its business operations. Pembina's executive leadership team reviews and confirms all company-wide sustainability policies and targets, reviews performance toward such targets, receives updates on key issues and emerging trends, and oversees improvement efforts. More information can be found in our annual Sustainability Report and 2025 Management Information Circular, available on [our website](#).

POLICIES

Pembina's expectations for its suppliers are contained within our [Supplier Code of Conduct](#) and [Code of Ethics Policy](#). The [Supplier Code of Conduct](#) states our opposition to the use of Modern Slavery, and our expectation that suppliers will commit to the same. More specifically, it states our expectations that suppliers: (i) be able to demonstrate that they do not use child labour or forced labour in the production of goods for Pembina or anywhere in our supply chain; and (ii) have the proper policies and take adequate measures, including exercising due diligence, to prevent the use of child labour or forced labour in their operations and supply chains. Our [Code of Ethics Policy](#) (which applies not just to our contractors but also to our officers, employees, consultants and directors) expresses our commitment to addressing the risks of Modern Slavery in our operations and supply chains. It also provides that breaches may result in consequences, including termination of employment or engagement. Both the [Code of Ethics Policy](#) and [Supplier Code of Conduct](#) require that violations of those policies, including those related to Modern Slavery, must be reported in accordance with Pembina's [Whistleblower Policy](#).

DUE DILIGENCE PROCESSES AND MONITORING

We are evaluating and updating our systems to identify and address potential risks in our supply chains and operations, including those related to Modern Slavery. We do this by leveraging information from external sources and assessing supplier-specific risks through Pembina's own programs. We follow a risk assessment and due diligence process to identify, evaluate, monitor, and manage supplier risk throughout the contract lifecycle:

- We leverage a third-party supplier qualification platform to have suppliers confirm their compliance and submit and maintain their most up-to-date policy and procedure documents to comply with Pembina's [Supplier Code of Conduct](#), [Code of Ethics Policy](#) and other requirements.
- Should the supplier be flagged for high-risk or non-compliance with any of Pembina's requirements, the supplier is subject to further due diligence reviews and audits.
- Pembina's [Whistleblower Hotline](#) is a confidential and accessible tool enabling anyone to report potential breaches of Pembina's policies, including of the Modern Slavery requirements set forth in the [Code of Ethics Policy](#) and [Supplier Code of Conduct](#). Pursuant to Pembina's [Whistleblower Policy](#), all such complaints will be promptly and thoroughly investigated by Pembina.

RISK ASSESSMENT

Pembina has mapped Modern Slavery-related risks in our supply chains in respect of all active Tier One Suppliers.² These suppliers were reviewed and assessed, with an emphasis on our high spend and high-risk, suppliers, using the Better Trade Tool maintained by the United States Department of Labor (Bureau of International Labor Affairs). This tool focused on high-risk regions to highlight any commodities with a high probability of employing Modern Slavery in the manufacturing process. The high-risk regions identified were China and Mexico and any suppliers in these regions were manually investigated using data within our purchase orders to determine which goods, if any, they provided to Pembina. Our overall assessment of the risk of Modern Slavery being present with our direct suppliers is low. We do understand that our suppliers may use products that originate from other jurisdictions, and our suppliers will all have their own global supply chains. Accordingly, we intend to further explore effective means of assessing, understanding and mitigating this risk.

Pembina considers there to be a low risk of Modern Slavery occurring within its business considering our workforce, policies and procedures that govern recruitment, hiring practices, working conditions and the ethical treatment of our employees.

REMEDIATION

In 2024, Pembina did not identify any instances of Modern Slavery in its activities or supply chains. As a result, it did not take any measures to remediate Modern Slavery, or any loss of income for vulnerable families resulting therefrom.

TRAINING AND ACCOUNTABILITY

All Pembina employees are required to complete mandatory policy training, including attesting to the [Code of Ethics Policy](#), at the start of their employment and annually. The training provides an enhanced understanding of compliance with our sustainability policies, our [Supplier Code of Conduct](#) and [Code of Ethics Policy](#). New Supply Chain personnel are provided a recorded training session which provides a broad

² "Tier One Suppliers" means direct suppliers of the final good or service provided to Pembina.

overview of the Act's requirements and highlights Supply Chain's role in supporting Pembina's commitment to opposing Modern Slavery.

ASSESSMENT OF EFFECTIVENESS

Pembina has established an internal working group comprising individuals from Legal and Supply Chain with the intention of having this internal working group annually assess our effectiveness by: (i) reviewing the organization's policies and procedures related to Modern Slavery; and (ii) considering the outcomes of any investigations into potential or alleged instances of Modern Slavery in our activities or supply chains.

APPROVAL

This Statement covers the period from January 1, 2024, to December 31, 2024.

The Pembina Pipeline Corporation board of directors approved this Statement on behalf of Pembina Pipeline Corporation and the affiliates listed in footnote 1 at a meeting held on May 8, 2025.

Approval and Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

J. Scott Burrows
President & CEO
May 22, 2025



I have the authority to bind Pembina Pipeline Corporation