

EQUAL EMPLOYMENT OPPORTUNITY POLICY



I. PURPOSE OF THE POLICY

This Equal Employment Opportunity Policy (the “Policy”) has been implemented to ensure that Pembina U.S. Corporation (the “Company”) and its U.S. affiliated entities (together with the Company, “Pembina US”) complies with the principles of equal employment opportunity.

II. SCOPE AND APPLICATION

This Policy applies to all employees of Pembina US (“Employees”).

III. PRINCIPLES

Pembina US is an equal employment opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Pembina US shall make all employment-related decisions, with respect to Employees, applicants, or any other covered person, without regard to race, color, national origin, ancestry, religion, creed, age, sex (including pregnancy), sexual orientation, transgender status, gender identity, disability, genetic information, marital status, military or veteran status, and/or any other status or condition protected by applicable federal, state, or local law.

This Policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

Pembina US complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, and all applicable state or local law. Consistent with those requirements, Pembina US 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 an Employee believes they need an accommodation, the Employee should contact the Human Resources department. Pembina US will also, where appropriate, provide reasonable accommodations for an Employee's religious beliefs or practices; Employees requesting such an accommodation should contact the Human Resources department.

IV. RESPONSIBILITIES

Employees must comply with this Policy with respect to all employment-related decisions, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

Employees must base employment decisions, subject to the legitimate business requirements of Pembina US, solely on the individual's qualifications, merit, and performance.

Any Employee who believes that they have been subject to conduct that violates this Policy should promptly report the Employee's concerns as outlined in the Company's Policy Prohibiting Harassment and Discrimination. No retaliation will be taken against any Employee because they report such conduct. Employees may raise concerns and make reports without fear of retaliation.

V. COMPLIANCE

Employees must comply with this Policy at all times. Any breaches of this Policy may result in disciplinary action up to and including termination of employment, as well as potential civil and criminal sanctions.

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

VI. REVIEWED AND APPROVED

This Policy was last approved by the Company's Board of Directors on October 10, 2018.

VII. RELATED POLICIES

This Policy operates in conjunction with the following policies referenced herein:

- Policy Prohibiting Harassment and Discrimination
- Whistleblower Policy
- Code of Ethics Policy