

POLICY PROHIBITING HARASSMENT AND DISCRIMINATION



I. PURPOSE OF THE POLICY

This Policy Prohibiting Harassment and Discrimination (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**") comply with applicable laws governing harassment and discrimination. A respectful and professional workplace is one where every person in the workplace is free from discrimination and harassment. Pembina US is committed to providing a workplace that is free from intimidation, hostility or other offenses which might interfere with work performance or otherwise create an uncomfortable work environment. Employees are expected to treat each other with mutual respect, fairness, and dignity. Discrimination or harassment of any sort will not be tolerated. The purpose of this Policy is to promote a respectful workplace through the prevention and quick resolution of harassment and/or discrimination, and to provide an effective means for Employees to report any violations of this Policy without fear of retaliation, and with the understanding that the Company will take prompt and appropriate action.

II. SCOPE AND APPLICATION

This Policy applies to all employees of Pembina US ("**Employees**").

III. PRINCIPLES

Pembina US complies with applicable laws and believes that all Employees should be treated with dignity and respect and prohibits workplace harassment or discrimination. This Policy prohibits harassment or discrimination related to an Employee's race color, national origin, ancestry, religion, creed, age, sex, pregnancy, (including but not limited to childbirth, pregnancy-related conditions and reproductive health decisions), sexual orientation, transgender status, gender identity, disability, genetic information, marital status, family responsibilities, military or veteran status, any traits or characteristics associated with these protected factors (including but not limited to hair texture and hairstyle), and/or any other status or condition protected by applicable federal, state or local law. This Policy applies to conduct that violates any applicable law and also prohibits conduct that may not necessarily be illegal but is determined to be inconsistent with this Policy or other applicable Company policies. The Policy also protects Employees from retaliation or adverse action for reporting any harassment or discrimination.

IV. RESPONSIBILITIES

All Employees are responsible for maintaining a workplace free of harassment and discrimination. Any person may initiate a harassment or discrimination complaint regarding incidents experienced personally or observed in the workplace. If any Employee is asked to participate in, is a witness to, or has experienced

an activity that the Employee considers harassing or discriminatory, the Employee should immediately bring the situation to the attention of the human resources department. It is the responsibility of all Employees to bring complaints to Pembina US' attention so that Pembina US can investigate and resolve them. An Employee should never assume that Pembina US is aware of inappropriate conduct that an Employee has experienced or witnessed. If an Employee believes they have been the subject of harassment, discrimination, retaliation or other prohibited behavior or conduct, the Employee should notify Pembina US promptly using the procedure set forth in Part V (Complaint Procedure) below.

Sexual Harassment is Strictly Prohibited.

Pembina US is committed to providing an environment free of harassment, intimidation, and/or sexual harassment, whether it is of a verbal or physical nature. Pembina US will not tolerate sexual harassment by a person who is associated with or employed by Pembina US (including, but not limited to, Pembina US' customers, vendors, suppliers, or other invitees).

Prohibited conduct includes, but is not limited to:

- threats or insinuations, either explicit or implicit, that an Employee's refusal to submit to sexual advances will adversely affect their employment, promotional opportunities, evaluations, wages, duties, shifts and/or any other terms or conditions of employment; and
- unwelcome acts of a sexual nature, committed by either supervisory or non-supervisory personnel, that interfere with an Employee's performance and/or create an intimidating, hostile, or offensive work environment.

Examples of such prohibited acts include, but are not limited to:

- unwelcome sexual flirtations, advances and/or propositions;
- verbal or written comments, jokes, teasing and/or other communication of a sexual nature;
- graphic comments about an individual's body;
- the use of sexually degrading words to describe an individual;
- the display of sexually suggestive objects and/or pictures;
- foul or obscene language and/or gestures; and
- unwelcome physical conduct such as patting, pinching, and/or brushing against another person's body.

Other Harassment or Discrimination is Also Strictly Prohibited.

Harassment or discrimination based on race, color, national origin, ancestry, religion, creed, age, sex pregnancy (including but not limited to childbirth, pregnancy-related conditions and reproductive health decisions), sexual orientation, transgender status, gender identity, disability, genetic information, marital status, family responsibilities, military or veteran status, any traits or characteristics associated with these

protected factors (including but not limited to hair texture and hairstyle), and/or any other status or condition protected by applicable federal, state or local law, is prohibited by Pembina US.

Harassment, discrimination, misuse of authority and/or other prohibited conduct includes, without limitation, verbal or written comments, jokes, teasing, language, gestures, threats, insinuations, or other actions based on or related to a protected status under applicable federal, state, or local law where the conduct:

- has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- has the purpose of using positional power to complete tasks in a manner that circumvents Pembina US policies, standards, and practices;
- has the purpose or effect of unreasonably interfering with an individual's work performance; or
- otherwise, adversely affects an individual's employment opportunities.

The implementation and continued support under this Policy is the responsibility of every Employee. Full cooperation and assistance is expected from all, including those associated with the hiring, developing, supervising, and promoting of Pembina US Employees. It is the responsibility of all Employees to bring complaints to Pembina US' attention so that Pembina US can investigate and resolve them. If any Employee is asked to participate in, is a witness to, or has experienced an activity that the Employee considers harassing or discriminatory, the Employee should immediately report this situation pursuant to the procedure set forth in Part V (Complaint Procedure) below. Leaders are required to bring all complaints of harassing or discriminatory conduct to the attention of the human resources department.

Retaliation is Strictly Prohibited

Pembina US will not retaliate in any way against any Employee who initiates a complaint in good faith, reports the possible existence of harassment or discrimination against others, or who participates in or assists with Pembina US' investigation of an incident or complaint, whether in acting as a witness or otherwise. Pembina US also prohibits retaliation by anyone within Pembina US against any Employee for any of the aforementioned grounds.

Any Employee who retaliates against a person for seeking assistance through this Policy or for filing a good faith complaint, may be subject to discipline, up to and including termination of employment for cause or termination of engagement.

Any Employee who believes retaliation has occurred should immediately report the alleged retaliation using Part V (Complaint Procedure) described below. Employees are expected to continue to report retaliation until the issue has been appropriately resolved.

V. COMPLAINT PROCEDURE

Employees who feel they have been subject to behavior in violation of this Policy may consider attempting to resolve their concerns through direct communication with the person(s) engaging in the unwelcome conduct.

Where comfortable in doing so, Employees should tell the offending party that their behavior is unwelcome and ask them to stop. Employees should also immediately inform their leader, if appropriate to do so, and the human resources department. The complaining person should choose the person listed above with whom they are most comfortable in discussing the details of the incident or conduct. Employees are expected to continue to report harassment, discrimination or retaliation until the issue has been appropriately resolved.

All reports of harassment, discrimination or retaliation will be treated seriously and confidentially, to the extent possible, while allowing Pembina US to conduct a full and fair investigation.

Pembina US will promptly and thoroughly investigate all complaints of harassment, discrimination, and retaliation under this Policy, and will take prompt and appropriate corrective action. All Employees are expected to cooperate fully in any investigation. In determining whether the alleged conduct constitutes a violation of this Policy, the totality of the circumstances will be considered, including the nature of the alleged conduct and the context in which the alleged conduct or incident occurred. If it is determined that a violation of this Policy has occurred, prompt and appropriate action will be taken.

VI. 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 the procedure set forth in Part V (Complaint Procedure) of this Policy. Employees who are uncomfortable addressing their concerns in accordance with the procedure set forth in Part V (Complaint Procedure) should refer to Pembina US' Whistleblower Policy for additional reporting procedures.

VII. REVIEWED AND APPROVED

This Policy will be reviewed and approved by the Board of Directors annually.

This Policy was last approved by the Board of Directors in June 2025.

VIII. RELATED POLICIES

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

- Code of Ethics Policy
- Equal Employment Opportunity Policy
- Whistleblower Policy

IX. SUPPORTING DOCUMENTS

Rules and Conventions in support of this Policy may be created and approved by the Board of Directors.

Appendix A: State Specific Addenda



YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.



The Illinois Human Rights Act states that you have **the right to be free from unlawful discrimination and sexual harassment**. This means that employers may not treat people differently based on race, age, gender, pregnancy, disability, sexual orientation or any other protected class named in the Act. This applies to all employer actions, including hiring, promotion, discipline and discharge.



REASONABLE ACCOMMODATIONS

You also have the right to reasonable accommodations based on pregnancy and disability. This means you can ask for reasonable changes to your job if needed because you are pregnant or disabled.



RETALIATION

It is also unlawful for employers to treat people differently because they have reported discrimination, participated in an investigation, or helped others exercise their right to complain about discrimination.



REPORT DISCRIMINATION

To report discrimination, you may:

1. Contact your employer's human resources or personnel department.
2. Contact the Illinois Department of Human Rights (IDHR) to file a charge.
3. Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703 to talk to someone about your concerns.

Chicago:
555 W Monroe Street, 7th Floor
Chicago, IL 60661
(312) 814-6200
(866) 740-3953 (TTY)
(312) 814-6251 (Fax)

Springfield:
524 S. 2nd St., Suite 300
Springfield, IL 62701
(217) 785-5100
(866) 740-3953 (TTY)
(217) 785-5106 (Fax)

Website: dhr.illinois.gov

Email: IDHR.Intake@illinois.gov

Employers shall make this poster available and display it where employees can readily see it. This notice is available for download at: www.illinois.gov/dhr

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MICHIGAN LAW

PROHIBITS DISCRIMINATION

IN EMPLOYMENT, EDUCATION, HOUSING, PUBLIC
ACCOMMODATION, LAW ENFORCEMENT OR PUBLIC SERVICE

BASED ON

religion, race, color, national origin, sex,
disability, age¹, marital status¹, height², weight²,
arrest record², genetic information², and
familial status³

Persons with disabilities needing accommodations for employment
must notify their employers in writing within 182 days.

¹ Under the education article, age and marital status
are prohibited considerations for admissions only

² in employment only

³ in housing only

If you think you have been
discriminated against, you
may file a **complaint** with
the Michigan Department
of Civil Rights.

Call 1-800-482-3604
Video Phone: 313-437-7035
www.michigan.gov/mdcr



Post in a conspicuous place.

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