

# Eagle Mountain – Woodfibre Gas Pipeline Project Worker Code of Conduct

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## Worker Code of Conduct

This worker code of conduct (the “Worker Code of Conduct”) sets out the standard of conduct expected of everyone engaged in work activity related to the construction of the Eagle Mountain – Woodfibre Gas Pipeline Project (the “EGP Project”). The Worker Code of Conduct applies to FortisBC employees during the construction phase of the EGP Project and in addition, each consultant, contractor, or representative hired by FortisBC (each, a “Contractor”) for the EGP Project must have a worker code of conduct that applies to its own employees and contractors, which must include the requirements of this Worker Code of Conduct, at a minimum. For the purposes of this document, FortisBC employees as well as the employees and contractors of FortisBC Contractors are referred to as workers.

### 1. Compliance with law

EGP Project workers must comply with all applicable law.

#### OBEYING THE LAW

Workers must comply with applicable laws and regulations in all locations used in connection with EGP Project work, including pipeline rights-of-way, facility sites, the workforce lodge site, the general EGP Project area, and in all locations within surrounding communities. A worker must not commit an unlawful act under federal, provincial or municipal law or instruct or assist anyone to do so.

### 2. Protecting health, safety, and the environment

FortisBC recognizes that every EGP Project worker has the right to a safe and healthy workplace with sound safety and environmental practices.

#### COMPLYING WITH HEALTH, SAFETY, AND ENVIRONMENTAL LAWS AND POLICIES

This means that workers need to work safely and protect their physical and mental health—along with the health and safety of others—as well as the natural environment by following established policies, practices, and procedures during the course of their work. FortisBC will not compromise worker and public safety and strives for excellence in safety and environmental performance. FortisBC and EGP Project workers must comply with all applicable safety and environmental legislation and FortisBC requirements, including the FortisBC *Safety and Environmental Policy*, and must conduct work in accordance with accepted industry practices and standards. FortisBC requires the same of Contractors.

### 3. Acting responsibly

EGP Project workers are responsible for their behaviour and actions while at work and when in the community.

## DRUG AND ALCOHOL USE

FortisBC is committed to providing a safe working environment. Workers are responsible to assist the EGP Project to ensure that the workplace is, and remains, safe for everyone. FortisBC does not condone and expressly prohibits the presence of impaired workers, or the possession or consumption of intoxicants of any kind by workers on an EGP Project site, in equipment or vehicles, in the workforce lodge, or otherwise (all of which, for the purposes of this Worker Code of Conduct, is referred to as the “workplace”).

All workers must come to work fit for duty and know and follow the requirements outlined in the FortisBC *Fit for Duty Policy*.

Unless explicitly allowed in the marked, designated area of the workforce lodge, alcohol is prohibited in all areas of the workforce lodge facilities, and the entire workforce lodge site, including in vehicles. FortisBC has a zero-tolerance policy for the use of cannabis or any other impairing drug on any property used for the EGP Project, including worksites and the workforce lodge. On investigation, confirmation of alcohol or cannabis or other prohibited substance brought to or used in workforce lodge rooms will result in removal from the EGP Project site.

## RESPECTFUL BEHAVIOUR AND HARRASSMENT

Workers must comply with FortisBC’s *Respect in the Workplace Policy* which sets out FortisBC expectations for a workplace that is professional and respectful, free of harassment, bullying and intimidation.

FortisBC has zero tolerance for any kind of harassment, including physical and verbal violence, discrimination, sexual harassment, retaliation, or any other form of abusive or inappropriate behaviour in the workplace.

## WORKPLACE VIOLENCE AND POSSESSION OF WEAPONS

Workers are prohibited from engaging in acts of violence and violent activities, including fighting, at any time while working on the EGP Project.

Workers and guests, regardless of whether they are licensed to carry a firearm, may not bring any firearm or weapon, whether or not concealed, to an EGP Project worksite or premises (including the workforce lodge site), any customer or supplier premises relevant to the EGP Project, or transport a firearm in any FortisBC vehicle or in any other vehicle while engaged in EGP Project work.

## AFTER HOURS AND RESPECT FOR COMMUNITY

FortisBC expects all EGP Project workers to conduct themselves in an appropriate manner at all times, including after work hours, and including when travelling to or from the EGP Project workforce lodge site. Workers must be respectful of people living in the local communities within the vicinity of the EGP Project. Workers residing in the EGP Project workforce lodge must comply with the lodge policies and rules, and those residing in public accommodation within local communities must conduct themselves as respectful guests of the communities.

Worker use and enjoyment of the environment when off-duty must be in full compliance with all applicable laws and regulations. EGP Project workers are prohibited from hunting, fishing and trapping, and gathering plants within or along the pipeline rights-of-way and at any other site related to the EGP Project.

To minimize pressure on local and regional medical, emergency, and social services, workers are expected

to make use of available medical and social support services provided by Contractors to the extent possible.

## 4. Awareness and Enforcement

### FOLLOWING THE WORKER CODE OF CONDUCT

All workers must comply with the meaning and spirit of this Worker Code of Conduct. Workers are required to read the Worker Code of Conduct, and to acknowledge understanding and agree to follow it as a pre-condition to commencing work on the EGP Project. This acknowledgement must include the worker's consent that breaches or suspected breaches of this Workers Code of Conduct will be reported to FortisBC by the Contractor employing or engaging the worker along with the worker's identity and any discipline imposed.

Contractors' worker codes of conduct must include a description of the process by which Contractors will ensure workers have reviewed and understand this Code. Contractors with unionized employees must ensure that their unions have been provided with a copy of this Worker Code of Conduct and have confirmed their understanding and agreement to its application on the EGP Project.

FortisBC may deny access to the EGP Project site to a worker at any time for a violation of this Worker Code of Conduct.

FortisBC employees may face disciplinary action for non-compliance, including termination of employment or contract, as contemplated in applicable FortisBC policies. Contractors' worker codes of conduct must include guidance on how discipline will be determined for noncompliance. FortisBC may establish guidelines for Contractors with respect to minimum discipline levels for breach of this Worker Code of Conduct, in order to ensure consistent application and enforcement across the EGP Project. All breaches of this Worker Code of Conduct must be reported to FortisBC by the Contractor who employed or engaged the worker in question.

Workers whose employment is terminated as a result of a violation of this Worker Code of Conduct shall not be permitted to be work on the EGP Project in any capacity in the future.

### MAKING CHANGES TO THE WORKER CODE OF CONDUCT

FortisBC may make changes to this Worker Code of Conduct at any time, and FortisBC will make its employees and Contractors aware of any such changes. Each Contractor will be required to update its own worker code of conduct accordingly and update its workers of the changes in a timely manner.

## 5. Worker Loyalty and Non-competition

To avoid competition among Contractors for workers, workers who resign their employment or are terminated for disciplinary reasons unrelated to a breach of this Worker Code of Conduct shall not be permitted to work for another Contractor on the EGP Project for a minimum period of 90 days following resignation or termination of employment. Reductions to this 90 day period may be granted by FortisBC in extraordinary circumstances upon application by the Contractor seeking to hire the worker.