

Eagle Mountain – Woodfibre Gas Pipeline Project

Worker Code of Conduct

Purpose and Application

This worker code of conduct (*Worker Code of Conduct*) sets out the standard of conduct expected of everyone engaged in work related to the construction of the Eagle Mountain – Woodfibre Gas Pipeline Project (*EGP Project*). The Worker Code of Conduct applies to FortisBC employees engaged in the construction phase of the EGP Project and in addition, each consultant, contractor, or representative of FortisBC (each, a *Contractor*) on the EGP Project must comply with this Worker Code of Conduct or, where separately agreed with FortisBC, 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 and Contractor employees working on the EGP Project are referred to as Workers.

Compliance with law

Workers must comply with applicable law in all locations used in connection with EGP Project work, including pipeline rights-of-way, facility sites, the workforce lodge and site, the general EGP Project area, and in all locations within surrounding communities.

Protecting health, safety, and the environment

Workers must work safely and protect their physical and mental health—along with the health and safety of others—as well as the natural environment. Workers must comply with all applicable safety and environmental law and FortisBC requirements, including, to the extent applicable, the FortisBC *Safety and Environmental Policy*, and must conduct work in accordance with generally accepted industry practices and standards.

Acting responsibly

Workers are responsible for their own behaviour and actions while at work and when in the community.

DRUG AND ALCOHOL USE

FortisBC does not condone and expressly prohibits the presence of any impaired Worker, or the possession, consumption, or distribution of intoxicants of any kind by a Worker on, or when travelling to or from, an EGP Project site, at the workforce lodge or site, or in any other area used for the EGP Project (all of which, for the purposes of this Worker Code of Conduct, is referred to as the *Workplace*). Workers must come to work fit for duty and comply with their employer's drug and alcohol policy, which must, at a minimum, include the requirements in the FortisBC *Fit for Duty Policy*.

Unless explicitly allowed in a 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 on the site. FortisBC prohibits the possession, use, or distribution of cannabis or any other impairing

substance in any Workplace. If a Worker possesses, uses, or distributes alcohol, cannabis or other prohibited substance at a Workplace, the relevant Worker(s) will be removed from the EGP Project.

RESPECTFUL BEHAVIOUR AND HARRASSMENT

FortisBC prohibits any kind of harassment, including physical and verbal violence, discrimination, racism, sexual harassment, retaliation, or any other form of abusive or inappropriate behaviour at a Workplace. Workers must comply with their employer's anti-bullying and harassment policy, which, at a minimum, must include the requirements of the FortisBC *Respect in the Workplace Policy*.

WORKPLACE VIOLENCE AND POSSESSION OF WEAPONS

Workers must not engage in any act of violence, including fighting, at any time while working on the EGP Project. Regardless of whether they are licensed to carry a firearm, Workers must not bring any firearm or weapon, whether or not concealed, to a Workplace, or possess any firearm or weapon when travelling to or from a Workplace.

AFTER HOURS AND RESPECT FOR COMMUNITY

FortisBC expects Workers to conduct themselves in an appropriate manner at all times, including after work hours, and including when travelling to or from a Workplace. Workers must be respectful of people living in the local communities within the vicinity of the EGP Project and must conduct themselves as respectful guests of those communities.

Worker use and enjoyment of the environment when off-duty must be in compliance with all applicable law. Workers must not hunt, fish or trap, or gather plants from 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 housed at the workforce lodge are encouraged to make use of available medical and social support services provided by the Project to the extent appropriate.

Awareness and Enforcement

Workers must read their employer's worker code of conduct and acknowledge understanding and agree to comply with it as a pre-condition to commencing work on the EGP Project. This acknowledgement must include the Worker's consent that any breach or suspected breach will, to the extent permitted by applicable law, be reported to FortisBC by the Contractor employing or engaging the Worker together with details of the Worker's identity, the outcome of any relevant investigation.

Each Contractor's worker code of conduct must include a description of the process by which the Contractor will ensure that its Workers have reviewed and understand the Contractor's worker code of conduct. Each Contractor with unionized employees must ensure that the relevant unions have been provided with a copy of the Contractor's worker code of conduct and have confirmed their respective understanding and agreement to the application of the Contractor's worker code of conduct to the EGP Project.



FortisBC may deny access to the EGP Project site to a Worker at any time for a violation or suspected violation of this Worker Code of Conduct. In addition, Workers may face disciplinary action as determined by their employers.

To the extent permitted by applicable law, all breaches of this Worker Code of Conduct must be reported to FortisBC by the Contractor who employed or engaged the Worker in question.

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.