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				Verify revision is current prior to use.

ENVIRONMENT POLICY

Board of Directors		Date Approved
		November 30, 2022
Executive Sponsor	Title	Date Approved
Brandie Yarish	Chief Human Resources Officer and Executive Vice President Safety and Community Engagement	November 18, 2022
Content Owner	Title	Date Approved
Jason Doering	Vice President, Safety, Environment and Support Services	November 18, 2022

Review of this Policy is required annually.

Revision history of this Policy is referenced in Schedule "B".

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This Policy applies to ENMAX Corporation and its Subsidiaries (“ENMAX”). The Board of Directors has the primary responsibility for the approval of this Policy, for charging specific committees of the Board with the oversight of this specific Policy and authorizing specific members of the Executive Team to interpret and update this Policy.

Amendments to this Policy may only be approved by resolution of the Board of Directors. However, amendments that only alter the form (and not the substance) of the Policy will not require Board approval. The Executive Sponsor is responsible for the interpretation and updating of this Policy and shall ensure policy compliance.

1.0 PURPOSE AND SCOPE

This Policy requires compliance with Applicable Laws and conformance to the Environmental Management System (EMS). The EMS requires the identification of environmental aspects; management of the significant aspects; the formation of environmental objectives; targets and programs; prevention of pollution, as well as the continual improvement of ENMAX’s EMS; and overall environmental performance.

This Policy provides direction to Personnel regarding ENMAX's environmental commitments noted in section 4.2.

This Policy applies to the activities, services, and products of all ENMAX Business Units and those working on behalf of ENMAX. This does not include Versant Power, its operations and subsidiaries.

2.0 REFERENCES

This Policy directly affects or is directly affected by:

- Applicable Laws and other requirements, including without limitation:
 - [Canadian Environmental Protection Act, S.C. 1999, c. 33](#);
 - [Environmental Protection and Enhancement Act, RSA 2000, c. E-12](#);
 - Local, regional, provincial and federal environmental legal and other requirements, as applicable;

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- BS EN ISO 14001:2015 Environmental Management Systems – Requirements with guidance for use; © The British Standards Institution 2015. Published by BSI Standards Limited 2015;
- [ENMAX’s Principles of Business Ethics](#); and
- [ENMAX’s Compliance Policy](#)

3.0 **DEFINITION**

Capitalized and underlined terms used in this Policy are defined in Schedule “A” of this Policy.

4.0 **POLICY**

4.1. **General Principles**

ENMAX recognizes the importance of operating in an ethical and trustworthy manner and in practicing sound environmental management through the enhancement of environmental performance, fulfilment of compliance obligations and achievement of environmental objectives.

As an integrated electric utility, ENMAX recognizes that its operations have the potential to cause Environmental Impacts. ENMAX strives to prevent and minimize Environmental Impacts through responsible management practices that are intended to foster Environmental Sustainability.

4.2. **Environmental Commitments**

The main commitments of this policy, to protect the environment, is summarized in the acronym **PACCT**:

- P**revention of pollution;
- A**wareness of Environmental Policy and Environmental Aspects;
- C**ompliance with environmental laws, regulations and policies;
- C**ontinual improvement of the management system and overall performance; and
- T**raining to ensure competence and minimize Environmental Impacts.

In recognition of its environmental responsibilities, ENMAX will:

- a) prevent pollution by identifying Environmental Aspects and developing objectives, targets and programs to manage significant Environmental Aspects, in accordance with the International Standards Organization (ISO) 14001:2015 standard;

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- b) conduct activities and operations with the potential to have an Environmental Impact, in a manner that is consistent with this policy and in accordance with ENMAX's EMS;
- c) communicate and make the Environment Policy accessible to all ENMAX Personnel and available to all Stakeholders;
- d) work co-operatively with all Stakeholders to focus on continual improvement of environmental performance in order to ensure that its operations and activities are conducted in a responsible manner;
- e) comply with all Applicable Laws; relevant environmental legislation; regulations; guidelines; policies; operating approvals; and other requirements to which we subscribe;
- f) routinely monitor and report on the progress of environmental performance and take action when required;
- g) prepare for emergency situations and incidents to prevent or mitigate adverse environmental effects; and
- h) provide training to ensure competence and minimize Environmental Impacts.

4.3. Environmental Management Responsibilities

The Content Owner is accountable for:

- a) facilitating the development and implementation of the EMS;
- b) ensuring conformance with relevant ISO 14001:2015 standards and applicable procedures;
- c) assisting Business Units with the development and delivery of environmental training and education;
- d) ensuring that the contents of this Policy are made available to the public;
- e) supporting Business Units with the development of objectives, targets and programs to manage significant Environmental Aspects; and
- f) providing sufficient resources to maintain and continually improve the EMS.

Vice President(s) of Business Units are accountable for the following:

- a) ensuring Employees and persons working on behalf of ENMAX are aware of and comply with this Policy;

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- b) ensuring the EMS is implemented and maintained;
- c) identifying and periodically reviewing all Environmental Aspects associated with the Business Unit's activities and operations;
- d) developing Business Unit objectives, targets and programs to manage significant Environmental Aspects and ensuring effective implementation;
- e) managing identified Environmental Aspects through the use of effective operating controls and procedures; and
- f) ensuring that all individuals performing tasks on behalf of ENMAX, where the potential to cause significant Environmental Impact exists, are competent to perform their duties; and
- g) ensuring that sufficient resources are made available to maintain and continually improve the EMS.

The Executive Environment Health & Safety Committee is responsible for:

- a) reviewing the EMS on an annual basis to ensure that it is suitable, adequate and effective for managing Environmental Aspects and is appropriate for the size and scale of ENMAX's operations and activities; and
- b) ensuring that sufficient resources are made available to maintain and continually improve the EMS.

5.0 COMPLIANCE FUNCTIONS

5.1. Compliance Policy Management

This Policy shall be reviewed annually and, as required, will be updated by the Executive Sponsor in conjunction with the Compliance and Legal Services department. All new versions of the Policy shall be posted on Intramax.

The Executive Sponsor may approve Standards or Procedures relating to any matters falling within the scope of this Policy, or, may delegate the responsibility to approve Procedures under this Policy to an ENMAX Vice President.

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5.2. Reporting and Potential Consequences of Non-Compliance

All Personnel are responsible for compliance with this Policy and any Standards or Procedures that are created pursuant to this Policy. Failure to comply may result in disciplinary action or other action by ENMAX that may not be limited to termination of employment.

All instances of non-compliance with this Policy may be reported to the Vice President, Legal Services, the Executive Vice President, Regulatory and Chief Legal Officer, the Executive Sponsor, to a supervisor, or by contacting the ENMAX Safety and Ethics HelpLine (1-800-661-9675 or www.enmax.confidenceline.net).

All Personnel are assured that they can report suspected or known violations without fear of retribution or retaliation. Personnel who threatens, retaliates against or harasses any person who has reported in good faith a compliance concern, or is considering reporting such a concern, shall be subjected to disciplinary action, up to and including termination of employment.

Anyone filing a complaint concerning a suspected non-compliance with this Policy, or with Applicable Laws, must be acting in good faith for believing the information indicates a suspected non-compliance. Any allegations that prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

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SCHEDULE "A" – DEFINITIONS

Defined Term	Definition
Applicable Laws	means all statutes, bylaws, regulations, ordinances, standards, codes, orders, decrees, restrictions, and rules (including all occupational health and safety requirements) whether federal, provincial, or municipal in origin, of all lawful authorities and applicable regulatory bodies, administrative bodies, tribunals or boards, having jurisdiction in relation to the relevant subject matter in force from time to time during the term of the relevant corporate governance document.
Board of Directors	means the Board of Directors of <u>ENMAX</u> Corporation.
Business Unit(s)	means a <u>Subsidiary</u> or a unit of shared services headed by a member of the <u>Executive Team</u> .
Company	means <u>ENMAX</u> Corporation and each <u>Subsidiary</u> , other than Versant Power and its U.S. holding companies and its direct and indirect subsidiaries.
Content Owner	means an <u>Employee</u> who has been appointed by the <u>Executive Sponsor</u> of a <u>Policy</u> to assist with the <u>Executive Sponsor's Policy</u> accountabilities as determined by the Policies, Standards, Procedures and Forms Standard
Environmental Management System	is a framework used to set forth performance expectations via <u>ENMAX Standards</u> that address: EHS environment hazards and risks; training and communications; operational controls, goals and target setting; compliance management; and, periodic internal review.
Employee(s)	means a member of the <u>Executive Team</u> or any other person employed by <u>ENMAX</u> on a full or part-time basis.

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Defined Term	Definition
ENMAX	means ENMAX Corporation and its direct and indirect <u>Subsidiaries</u> , other than Versant Power and its U.S. holding companies and its direct and indirect subsidiaries.
Environmental Aspect(s)	means any element of <u>ENMAX's</u> activities, operations, products or services that can interact with the environment.
Environmental Impact(s)	means any change or potential change to the environment, whether adverse or beneficial, wholly or partially resulting from the activities or operations of <u>ENMAX</u> .
Environmental Sustainability	means long-term maintenance of ecosystem components and functions for future generations.
Executive Sponsor	is an <u>Employee</u> with specific <u>Policy</u> development and Management accountabilities as designated by the Chief Executive Officer.
Executive Team	means the Chief Executive Officer and their direct reports, excluding support staff.
Personnel	means <u>ENMAX Board of Directors</u> , <u>Executive Team</u> , <u>Employees</u> and Contractors.
Policy / Policies	is/are principle based document(s) that contain information and direction in relation to the values and fundamental expectations of <u>ENMAX</u> .
Procedure(s)	are documents designating the steps or processes that provide specific direction in order to achieve a uniform approach to executing a work or business activity. Procedures are composed of steps which, when not executed in a specific order may result in an impact to health, safety, environment, customer service or business (operational, financial, regulatory, etc.) performance.

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Defined Term	Definition
Stakeholders	means people, groups of people, and organizations that may reasonably affect, be affected by, or perceive themselves to be affected by an <u>ENMAX</u> decision, or business activity.
Standard(s)	is a document providing further direction, guidance and requirements that provides greater detail than that provided in a <u>Policy</u> and reflects Management's expectations.
Subsidiary / Subsidiaries	means a <u>Company</u> that is, directly or indirectly, controlled by <u>ENMAX</u> , but excludes Versant Power and Versant Power's direct subsidiaries and its U.S. holding companies and its direct and indirect subsidiaries.

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SCHEDULE “B” – REVISION HISTORY

Rev No.	Effective Date	Revision History
11	December 1, 2022	Annual review completed by Executive Sponsor and Content owner, no content changes required.
10	November 10, 2021	Administrative changes to reflect commitment to align with ISO14001:2015, current organizational structure and updates to the definitions section.
9	December 8, 2020	Content Owner updated.
8	November 25, 2020	Updated the definitions to Policy and Standard. Approved by Board of Directors.
7	November 13, 2020	Executive Sponsor updated. Definitions for Company, ENMAX and Subsidiaries updated with the acquisition of Versant Power.
6	June 6, 2019	Administrative changes to definitions and compliance section.
5	May 22, 2019	Annual review by Safety & Human Resources Committee. Executive Sponsor and Content Owner updated.
4	May 10, 2018	Annual review by SES Committee, Executive Sponsor and Content Owner title updates and included Environmental Protection and Enhancement Act statute citation.
3	May 10, 2017	Annual review by SES Committee, ‘Business Unit’ updated to ‘Vice President(s), Business Unit’.
2	May, 2016	Annual review by SES Committee, no changes with the exception of change of Executive Sponsor.
1	May 8, 2015	Annual review by SES Committee, no changes with the exception of change of Executive Sponsor.
0	May 7, 2014	Approved, Board of Directors May 8, 2015.