



Bruce Power's Code of Conduct

HIGH STANDARDS & STRONG ETHICS. Every step. every time. every day.

BrucePower[™]



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A Message from our President and CEO Michael W. Rencheck

Dear Colleague,

At Bruce Power we are fully committed to conducting our business safely, with professionalism and integrity, while treating each other with respect, and striving to achieve performance excellence. Our Code of Conduct reflects our core values of Safety First, performance excellence and social responsibility and is intended to assist in understanding the standard of conduct expected of us.

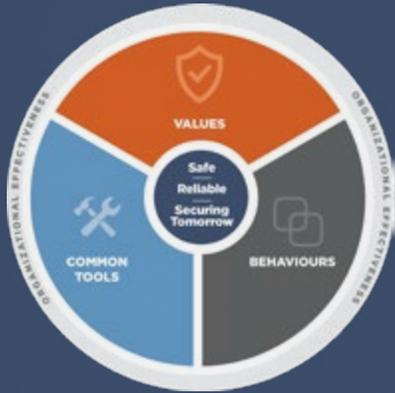
The Code of Conduct applies to all of us at Bruce Power including our Employees, our Complementary Staff (including Temporary Staff, Direct Hire BTU, PWU Appendix A, Augmented Staff Contractors and Students), our Executive Team and our Board of Directors and Board Committee Members. Similarly, the Supplier Code of Conduct applies to our Contractors and Suppliers. We all have an important role to protect our Company and our reputation.

I am counting on you to speak up if you question a violation of our Code of Conduct which is everyone's responsibility and obligation. By taking this commitment seriously, you help to protect and preserve the reputation of our Company.

Thank you for taking the time to read and understand our Code of Conduct, and for taking personal responsibility for ensuring we live up to the expectations required of each and every one of us in order to secure our future, all the way to 2064 and beyond.

A handwritten signature in black ink that reads "Michael W. Rencheck". The signature is fluid and cursive.

MICHAEL W. RENCHECK
President and Chief Executive Officer
Bruce Power



Bruce Power Excellence Model

VISION

We Power the Future

MISSION

To safely provide clean, affordable, reliable power and life-saving medical isotopes while strengthening our communities and protecting the environment to secure tomorrow.

OUR VALUES



SAFETY FIRST

Our four safety pillars (Reactor, Industrial, Radiological, and Environmental) ensure we protect each other, our plant, our community and the environment. Reactor Safety is the overriding priority.



PERFORMANCE EXCELLENCE

As Nuclear Professionals we plan, execute and learn. We are dedicated to safe, reliable operation every day. We are self-critical of our performance, and committed to continuous improvement, innovation and achieving industry excellence.



SOCIAL RESPONSIBILITY

We have a responsibility to our people and are committed to doing what is right. We are dedicated to sustainable operation while serving as active partners in our communities.

LIVING OUR VALUES

OUR BEHAVIOURS

DISPLAY GOOD JUDGMENT:

Have a safety mindset and make sound decisions

Living our Safety First value means understanding the risks associated with our work and taking proactive measures to keep everyone safe. This is accomplished through careful planning and execution, and a relentless commitment to high standards.

DEMONSTRATE UNCOMPROMISING HIGH STANDARDS: Do it right, every time

We hold ourselves and each other to the highest standards to ensure Bruce Power is safe, successful and sustainable.

DRIVE FOR ACCOUNTABILITY AND RESULTS: Own it and make it happen

We are aligned to common goals and pursue them with high accountability. By setting clear expectations, delivering on our commitments, and empowering others, we can ensure our long-term success.

KNOW THE BUSINESS: Understand your impact on Bruce Power's success

We protect our reputation and ensure Bruce Power remains cost-competitive by meeting our commitments, using resources effectively, and understanding the impact of actions and decisions on our long term future.

COMMUNICATE EFFECTIVELY: Be open to new ideas and share information

We promote a learning culture by being open to change and support the implementation of new ideas. We coach each other and share and receive feedback respectfully so we can learn and continually improve.

ACHIEVE SUCCESS TOGETHER: One team; one community

We are one team and respect the diverse backgrounds and ideas that advance our organization. We value development and engage within our teams and across the business to achieve our goals. We act as ambassadors within our community.

1.0 Safety First

Recognizing our commitment to Safety First, we embrace and practice strong nuclear safety principles. We do not tolerate reprisals against workers for raising good faith safety concerns.

Nuclear security regulations require that thorough searches be conducted for contraband items. Accordingly, all vehicles entering or exiting the site are subject to random searches.

No unauthorized material may be brought onto any Bruce Power premises. This includes, but is not limited to, weapons, firearms or explosives. If found, any such items will be confiscated.

Possessing, consuming, selling or purchasing alcohol, cannabis/cannabinoid products, or illicit drugs while at work is strictly prohibited.

Individuals who possess a valid Bruce Power site clearance must report all criminal charges, convictions and serious Highway Traffic Act infractions (such as loss of driving privileges) to sectionmanagersecurityclearance@brucepower.com within five business days in accordance with [BP-PROC-00180, Security Clearances](#). Failure to disclose any charge may result in the revocation of a security clearance, which may result in the termination of employment or contract for services.

2.0 Workplace Environment

2.1 Treating Individuals with Respect

At Bruce Power, we are committed to providing a diverse and respectful workplace, where we embrace differences and cultivate inclusion.

We must treat each other with dignity and respect; every step, every time, every day.

2.2 Workplace Harassment and Discrimination

We have zero tolerance for and are committed to providing a workplace free from harassment and discrimination.

Workplace harassment occurs when a worker engages in a course of inappropriate comment or conduct against another worker in the workplace that is known, or should reasonably be known, to be unwelcome. Workplace harassment can include, but is not limited to, bullying, intimidating or offensive jokes, nicknames or innuendos, displaying or circulating offensive pictures or materials, or making offensive or intimidating phone calls.

Workplace sexual harassment, which is a form of workplace harassment, occurs when a worker engages in a course of inappropriate comment or conduct against a worker in a workplace that is known, or should reasonably be known, to be unwelcome because of sex, sexual orientation, gender identity or gender expression; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position of influence or authority and knows or should reasonably know the solicitation or advance is unwelcome.

Discrimination in the workplace occurs when a worker receives unfair or prejudicial treatment based on a legally prohibited ground. We must never discriminate against anyone on the basis of a legally prohibited ground which include: gender identity or expression, race, national or ethnic origin, colour, religion, age, sex or sexual orientation, marital status, family status, disability, genetic characteristics, or conviction for which a pardon has been granted or a record suspended.

Additional information related to expectations of workers, managers and the investigation process is included in [BP-PROC-00409, Workplace Human Rights and Harassment](#).

2.3 Diversity, Equity and Inclusion

Bruce Power is an equal opportunity employer. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs and will be in compliance with all applicable legislation and/or in compliance with relevant provisions of applicable Collective Agreement(s).

2.4 Workplace Violence

We have zero tolerance for workplace violence. Workers must not engage in or threaten any violence in the workplace.

Workplace violence includes:

- The exercise of physical force, or an attempt to exercise physical force, against a worker in the workplace that causes or could cause physical injury to the worker.
- A statement or behaviour that a worker could reasonably interpret as a threat to exercise physical force against a worker in the workplace.

Anyone who is on the Bruce Power site and witnesses workplace violence or believes that there is an immediate threat of violence, must contact Security immediately at ext. 15000. For immediate response to violent worker behaviour at an offsite satellite office, contact the local police force directly (911) and then also report the incident to Bruce Power Security.

Anyone who witnesses warning signs of workplace violence must promptly contact Security at ext. 15281. For clarity, workers must report to Security violent conduct or warning sign behaviour that occurs outside the workplace that may impact the workplace, including content found online or on social media accounts. Workers must also report situations of domestic violence where there is the potential to impact the workplace.

Additional information related to expectations of workers, managers, and the investigation process is included in [BP-PROC-00385, Violence in the Workplace](#).

3.0 Protection and Use of Company Records, Information and Assets

3.1 Audio and Video Recordings

Workers are not permitted to record conversations, phone calls, or company meetings, including on Microsoft Teams or other virtual software platforms, or take photos/videos with any recording device except where prior consent of all parties to the conversation has been obtained and documented. Recording devices include but are not limited to cellphones, computers, digital recording devices or digital cameras.

Management may, from time to time, make recordings of work events, meetings (including virtual meetings such as Microsoft Team meetings), training, activities and/ or announcements for reasonable business purposes.

3.2 Confidential Information

During the course of your work, you are likely to have access to information which is confidential and proprietary in nature. You may also be exposed to personal and business information about colleagues, partners, suppliers, customers or other third parties. In this regard, everyone has a responsibility and obligation to:

- Protect this information by marking it accordingly (refer to [BP-PROC-00110, Information Protection](#))
- Keep it secure and limit access to only those who need to know such information to do their jobs
- Use it only for the purpose for which it was intended and for no purpose other than Bruce Power business

It is considered a serious betrayal of trust to use confidential or proprietary information for our personal advantage, or for the advantage of someone we know.

If there is any doubt about how to handle confidential, personal, proprietary, or business information, you are expected to check first with your supervisor. Your obligation to protect confidential and proprietary personal and business information continues even after your employment ends. All information and property belonging to Bruce Power must be returned when your employment ends.

3.3 Protecting Company Assets

You have a responsibility to protect Bruce Power assets and information, and only use them for business purposes. Such assets can include: money, employee work time and work product, buildings and furniture, tools and equipment, computer systems, software and equipment, telephones and wireless communication devices, photocopiers and fax machines, vehicles, warehouse materials and office supplies, corporate credit cards, patents, trademarks, inventions, discoveries and copyright material.

Bruce Power property must only be used for business and other approved purposes. You are responsible to immediately report the theft,

loss or misuse of such property (including instances of graffiti and/or destruction of company property) to your supervisor or to Security.

3.4 Information Security

All computers, wireless communication devices (including smartphones) or other Bruce Power Information Technology (IT) equipment including the information stored and transmitted on them, is the property of Bruce Power. IT equipment and information may only be used for authorized purposes. IT equipment is only for the use of assigned Bruce Power staff and/or complementary staff; it may not be used by others, such as friends or family.

You must not attempt to circumvent or tamper with Bruce Power IT and information security measures. In an effort to protect our resources, Bruce Power monitors and logs IT equipment usage, including all computer and wireless communication device activity. Accordingly, you should not have any expectation of privacy regarding your use of IT equipment.

Information may only be removed (e.g., copied to a USB memory stick) or transmitted (e.g., emailed to a webmail account) from these devices for authorized business purposes and you must ensure that such information is appropriately safeguarded as per [BP-PROC-00110, Information Protection](#).

Email, the Intranet and the Internet are provided to workers for business use. While not intended to be unduly restrictive, you should be aware that the company has the right and ability to monitor and restrict usage.

Emails, instant messages/chats and texts are considered forms of business communication. Accordingly, as with any other form of business communication, we are expected to communicate in a respectful and professional manner. We should always exercise caution when communicating sensitive or confidential information. We are responsible for all use of our IT account.

Personal use of email and Internet is considered reasonable if:

- The content is appropriate
- Activity is in alignment with all laws and our values, and such use will not cause harm to Bruce Power
- Time spent is reasonable and limited, and does not interfere with day-to-day responsibilities



Learning Aid INAPPROPRIATE EMAIL

What should you do if you receive an inappropriate email?

- Delete the message
- In a separate email (so as not to reply or forward the inappropriate message), send a new message to the sender advising them that this type of message is inappropriate at work, and advise the sender not to send this type of material to you at work again.

4.0 Business and Financial Practices

4.1 Business Reporting

Bruce Power has a zero-tolerance policy for and will not tolerate theft (including time theft), fraud (including benefits fraud or misuse), forgery, and willful deceit.

We must not make any deliberate, false, artificial or misleading entry in any Bruce Power book, log, record or document. This includes, but is in no way limited to, training records, room and board/per diem claims, timesheets/electronic time entry, financial reporting, expense forms, sick leave applications, leave applications, benefit claims, project time entry, project status reporting, overtime meals or other allowances.

4.2 Financial Integrity

We manage our finances responsibly and rely on every worker, not just those in Finance, to create and maintain records that are accurate and complete.

Exercise integrity and judgment when you incur and approve business expenses. They must be reasonable and necessary for business or commercial reasons. We must use Bruce Power funds only for lawful and proper purposes in accordance with approved authorities.

We must be on the alert for and report any suspicious financial transaction to guard against things like fraud, bribery, kickbacks, other illegal or improper payments, embezzlement, money laundering, or any suspicion of impropriety whatsoever.

4.3 Conflicts of Interest

Definition

A conflict of interest is any situation where you may have a private or personal interest in the outcome of a decision or action which may, or may be perceived as, creating a conflict with the interests of Bruce Power.

- You must not allow any personal or private interest to influence your judgment.
- You must not put your private or personal interests before your duty to Bruce Power.
- You must not put yourself in a position where your duty to Bruce Power and your personal or private interests conflict.

Guidelines for Avoiding Conflicts of Interest

There are some broad guidelines for avoiding conflicts of interest:

- Base any business decision on merit and strictly in the best interests of Bruce Power.
- Gain no personal benefit, whether direct or indirect, as a result of making business decisions on behalf of Bruce Power.
- Avoid any situation that may create, or even appear to create, a conflict of interest between your personal interests and those of Bruce Power.

- Do not take part in, or in any way influence, any decision related to Bruce Power that might result in a financial or other advantage for yourself, your family members, or friends. Always ensure that these relationships do not impact your ability to make sound, impartial, and objective decisions on behalf of Bruce Power.

Declaration

It is mandatory for workers to declare to their managers and to the Code of Conduct Officer, using [FORM-14086, Conflict of Interest Declaration Form](#), any actual, perceived, or potential conflict of interest that they may be involved in. If a worker believes that another worker is in a conflict of interest situation, that concern must be reported to the Code of Conduct Officer. Upon request, individuals holding certain positions within the Company may be required to complete additional certification and disclosure.

Examples of possible conflicts of interest:

- Taking part in outside activities or operating a business that may be in direct competition with Bruce Power, or that may damage our reputation.
- Performing work that has the potential to assist a competitor of Bruce Power in gaining a competitive advantage (e.g., acting as a supplier to competitors).
- Being in a direct reporting relationship with or otherwise involved in interviewing, hiring, delegating work, performance managing or making compensation decisions with respect to someone with whom you have a family, or other significant personal relationship. Some examples of such relationships include, but are not limited to, a spouse, dating, sibling, child, parent, and any “step,” “common-law” or “in-law” variations of these relationships.
- Capitalizing on opportunities discovered through the use of corporate property, information or position, or using these for personal gain.
- Performing or soliciting outside work during Bruce Power working hours.
- Performing work for a supplier of Bruce Power or selling products and/or services to Bruce Power.
- Participating in, or in any way influencing, Bruce Power’s purchasing or commercial decisions for projects, products or services that relate to a business interest or employment interest that could benefit the worker directly or indirectly (e.g., a product or service from a company in which you, or someone with whom you have a family or other significant personal relationship, has an interest).
- Improperly interfering with supplier relationships by influencing, or attempting to influence, complementary staff and/or suppliers to hire friends or relatives.

4.3.1 Gifts and Hospitality

Gifts and hospitality (e.g., meals, beverages, invitations to social or recreational outings) can help build strong business relationships, but they must never influence decisions. If offers of gifts and hospitality

would create an actual or perceived conflict of interest then the gift or hospitality should be politely declined.

We may give or receive gifts and hospitality provided they:

- Are consistent with customary business practices or courtesies as they are relatively infrequent, not lavish or excessive in value
- Are not received from a company involved in a competitive procurement process with Bruce Power (during the time that you are an active member of the evaluation team as contemplated in [BP-PROC-00948, Conduct Procurement - Services](#))
- Are not requested
- Comply with applicable laws

If you have any concern about the propriety of a gift or hospitality, seek the approval of the Code of Conduct office, your Vice-President or CEO, as applicable.

These requirements do not change during traditional gift-giving seasons.

Gifts or hospitality that cannot be accepted should be declined or returned with thanks, noting our Code of Conduct or donated in the community.

It is not always easy to define what is appropriate, lavish or excessive when it comes to the giving or receiving of gifts. In these situations, use good judgment, and, if in doubt seek guidance from the Code of Conduct Office.

4.3.2 Anti-Corruption

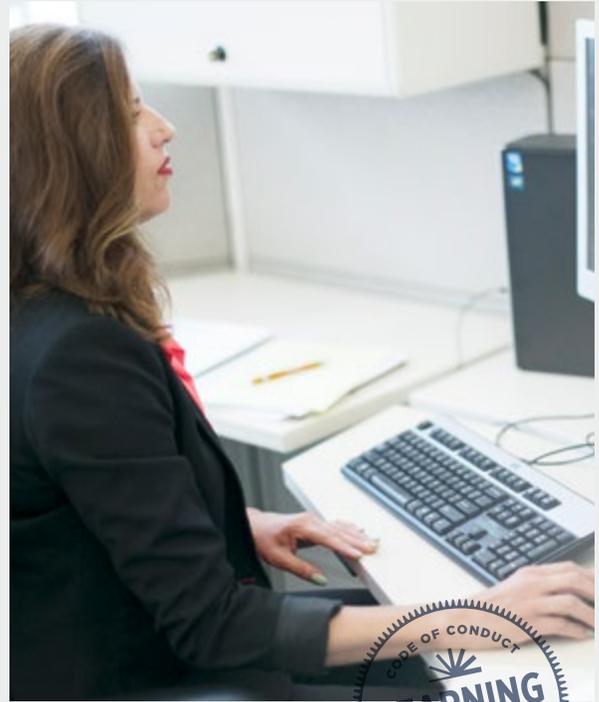
We promote integrity and ethics in all aspects of our business activities. We comply with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion.

Bruce Power prohibits the payment of bribes or kickbacks of any kind, whether in dealings with public officials or individuals in the private sector. We prohibit the offering or acceptance of bribes or kickbacks of any kind. A bribe is generally defined as a gift or promise of undue reward or payment, financial or otherwise, to influence the behaviour of government officials or business for the purpose of gaining a commercial advantage. A kickback is similar to a bribe, but usually occurs after the fact.

As a representative of the company, you are expected to be aware of and comply with relevant laws and regulations that govern relationships between government, customers and suppliers.

4.3.3 Insider Trading

You may have access, in the course of your work, to unpublished confidential information related to the business performance or prospects of Bruce Power, its shareholders, owners or partners. This information, if made public, could have a significant effect on their share price, or other securities, and could influence the decisions of those who might buy or sell shares in such companies. You are prohibited from disclosing or using such unpublished confidential information for your own benefit, or that of anyone else, including family and friends.



Learning Aid CONFLICT OF INTEREST

I'd like to hire a new employee, and they are related to someone who is already an employee of Bruce Power. Would this be viewed as a conflict of interest?

Not necessarily. Employees, officers, complementary staff, etc. may be hired if they have a relative working for Bruce Power. However, the relative must not be in a direct reporting relationship with the person being hired, or otherwise involved in the hiring, delegation of work or any other decision-making activities relating to the relative.

I have been asked to join the board of the local minor hockey association. It should not take a lot of time and the board meetings will take place outside of my normal working hours. Can I accept the position?

The Code of Conduct does not prohibit this type of activity so long as your membership is not adverse to, nor does it have the potential to be adverse to, the interests of Bruce Power, including negatively impacting our reputation.

I think an acquaintance that runs a local business would make an ideal supplier for Bruce Power and is set to participate in the supplier selection process. Am I able to provide this supplier with information relating to the way we conduct business, or provide copies of our procedures?

No. Our Supply Chain organization deals directly with suppliers and no suppliers are given preferential treatment in the selection process.

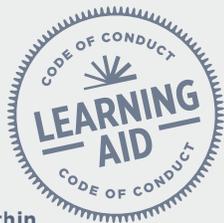
It is illegal to purchase, sell, or advise others to purchase or sell shares or other securities of any company, including Bruce Power shareholders, owners and partners, when we have knowledge of undisclosed material information about that company or that could impact that company. We may, at times, be prohibited from trading in shares of companies with which we do business.

Contact our Chief Legal Officer to answer any questions before buying or selling shares or securities of Bruce Power shareholders, owners or partners, or divulging unpublished information to a third party.

Learning Aid INSIDER TRADING

**I have an urgent need for cash and want to sell my TC Energy shares.
I am nervous in doing this because
I am aware of a change happening within
our Company next month that is not public information.**

Before selling your TC Energy shares contact our Chief Legal Officer. There may be insider trading implications.



4.3.4 Outside Business Activities

Serving as a Director or Officer

You may not serve as a Director or Officer in an unaffiliated organization if that activity could be adverse to, or has the potential to be adverse to, the interests of Bruce Power including impacting our reputation. The acceptance of such a role in an unaffiliated entity where membership could be adverse to, or has the potential to be adverse to, the interests of Bruce Power, requires the consent of your immediate supervisor, the Code of Conduct Officer, the EVP of Human Resources and, in the case of Bruce Power Officers, consent of the Board of Directors.

One Per cent Limit

In general, you cannot conduct company business with outside organizations or companies in which you, or your immediate family member own, control or direct a greater than one per cent financial interest. You must immediately remove yourself from any involvement and decision making and declare this conflict of interest to your supervisor and the Code of Conduct Officer.

Working for another organization/ Operating a Business

You are expected to direct your time, attention and energy to your work for Bruce Power. If you choose to work part-time for another organization or operate a business in addition to your work at Bruce Power, you are expected to avoid any real, perceived or potential conflicts of interest with your duties and responsibilities to Bruce Power. You must not engage in work for other organizations or operate any businesses that compromises your availability, capacity or efficiency with respect to your normal duties. Further, you cannot use Bruce Power time, resources (including confidential or proprietary information - see Section 3.2 - Confidential Information, for more information) or influence to conduct these business activities or promote your personal or private interests or the interests of a third party.

You must obtain prior approval ([FORM-14086, Conflict of Interest Declaration Form](#)) if the work conflicts, appears to conflict, or potentially conflicts with your ability to perform your duties as a Bruce Power worker.

4.4 Political Donations, Government Lobbying and Political Activity

Lobbying-related activities are managed by the Corporate Affairs Division for federal, provincial and municipal governments, with oversight from the Bruce Power Code of Conduct Office.

We may participate in the political process as individuals, in accordance with our own political views and the laws and regulations governing this activity. Individual political activities must be conducted on our own time and using our own resources. We must not promote any political or personal views or beliefs on or around Bruce Power premises and we may not use Bruce Power's name, suggest that Bruce Power supports our views nor indicate that we represent Bruce Power, unless we have been authorized to do so.

4.5 Fair Competition and Fair Dealings

As a representative of Bruce Power, you are expected to follow established procurement policies, procedures and processes, and base decisions to purchase products and services from suppliers in Bruce Power's best interests and on criteria such as, but not limited to, safety, quality, price, reliability, and service. Never obtain another company's proprietary information as a result of deception, misrepresentation, promises or threats.

4.6 Third Parties

We strive to deal fairly and transparently with third parties, and we expect the same from those parties when dealing with us. We want to work with third parties and we expect them to implement practices that are consistent with the law and our Supplier Code of Conduct.

5.0 Privacy

We are committed to respecting applicable privacy laws and to protecting personal information that is collected about our employees, agents, contractors and the public. During the course of our work at Bruce Power, we may be exposed to personal information about colleagues, partners, suppliers, customers or other third parties and as such everyone is expected to exercise due care and discretion with respect to personal information.

We must never collect, store, access, use or disclose personal information for an inappropriate purpose or by inappropriate or illegal means. To the extent that we have access to personal information of any individual as a result of our work at Bruce Power, we must not disclose that personal information to others, either within or outside Bruce



Power, without the approval of our Privacy Officer or the individuals' consent. As well, the use of personal information must be limited to the business purpose for which the information was provided.

Some examples of personal information include an individual's name (when not used in a business context), their home address, home telephone number, identification numbers (such as social insurance number), financial information and medical information.

If personal information is requested by anyone within or outside Bruce Power, or needs to be disclosed for any legitimate reason, please check with our Privacy Officer before taking any action at PrivacyOfficer@brucepower.com.

Additional information is included in [BP-PROC-00333, Privacy](#). Our Privacy Policy is located on the [HR intranet page](#).

6.0 Communication of Company Information and Protection of Company Reputation

6.1 External Communications

Our public statements and communications are honest and not misleading. We must preserve the trust of the public and our investors, so what we say, and how we say it, matters.

All media requests, external presentations and requests for speaking engagements must be channeled through the Corporate Communications Department at BNPD-commsapprovals@brucepower.com.

6.2 Expectations for Social Media Use and Protection of Company Reputation

You are expected to avoid any conduct or comments that may negatively impact Bruce Power, including on your social media accounts. This applies both while you are at work and outside work, and includes all aspects of social media, and applies regardless of whether the comments or conduct take place on or off company property.

You are responsible for your behaviour on and off site, as well as the content you post online. Use sound judgment and common sense.

Expectations for responsible participation in online social media include:

- You should not use a Bruce Power symbol as an identifier on social media sites unless authorized by Corporate Affairs
- When Bruce Power is the subject of discussion online, you must not make any false, misleading or otherwise inappropriate comments about Bruce Power
- Only authorized company workers are permitted to produce social media content on behalf of the company

Issues or concerns of an internal or confidential nature are not to be discussed, shared or posted on publicly accessible sites. Posting photographs or video taken on Bruce Power property without written Bruce Power approval is prohibited. Should you have a photo or video you would like to share on social media or otherwise, contact the Corporate Communications Department at BNPD-commsapprovals@brucepower.com for approval.

Refer to [BP-PROC-00919, Stakeholder Information and Disclosure Management](#) for additional information.

If you observe negative comments on social media or other concerning content or conduct that you believe may be harmful to our reputation, make a report to your manager, or to the Code of Conduct Office.

7.0 Our Code of Conduct Process

7.1 Everyone has a Responsibility to Act Ethically

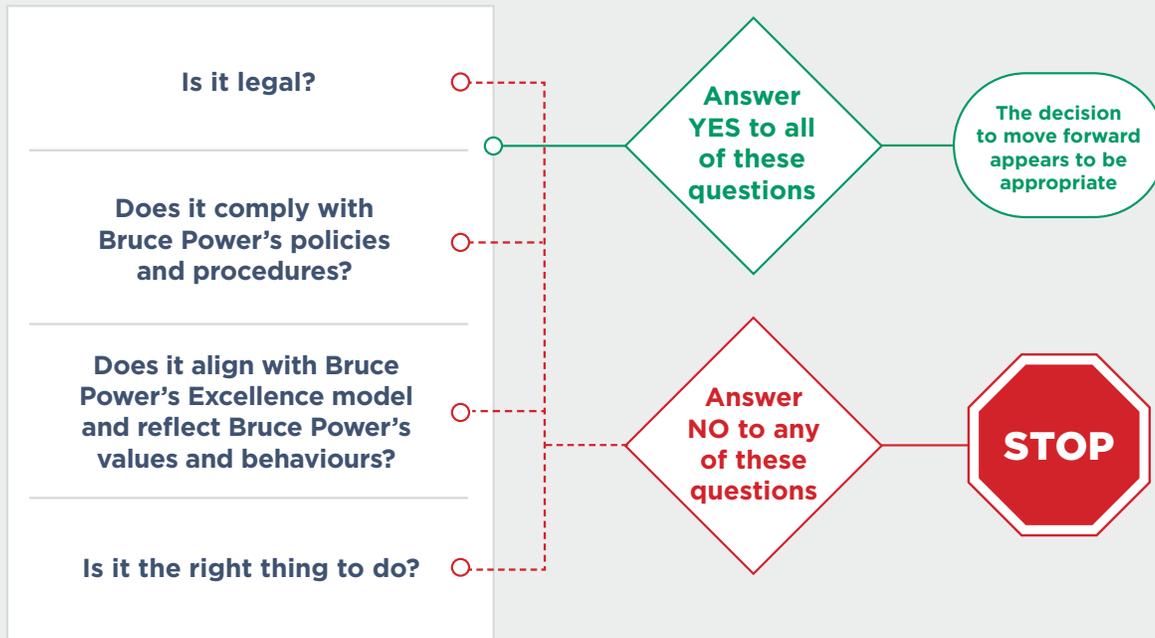
The Code of Conduct applies to the Bruce Power Board of Directors, Board Committee Members, Employees, Complementary Staff (including Temporary Staff, Sirect Hires, BTU, PWU Appendix A, Augmented Staff Contractors, Students, etc). Similarly, the Supplier Code of Conduct applies to all Bruce Power Contractors and Suppliers.

The Code of Conduct sets the expectation for acceptable behaviour both at Bruce Power and while performing work for or on behalf of Bruce Power at other locations. The Code of Conduct helps to maintain the ethical workplace culture that we have all worked hard to establish. At Bruce Power, ethical values like integrity, respect, honesty and transparency matter, and they are reflected in the daily actions of our workers, and our company policies and procedures.

We should always strive for excellence and do our job to the best of our ability to ensure the interests of Bruce Power, our local communities, our colleagues and the environment are safeguarded. We are to perform our duties as Nuclear Professionals in accordance with the fundamentals described in our Performance Excellence Handbook, and all applicable laws, regulations and other legal and business requirements.

We are expected to act with integrity and treat each other with respect, and deal with colleagues, customers, suppliers, partners, owners, shareholders and the community ethically and responsibly. In so doing, we are to implement our fundamentals and carry out all proper instructions and to observe company policies, procedures and rules.

There may be occasions when the Code of Conduct does not have the answer to the ethical question you are facing, or there may be a difficult judgment call that you are required to make. If you encounter a difficult situation and are unsure how to proceed, ask yourself these questions before you make a decision:



If you are unsure how to answer any of these questions or whether you should proceed, talk to: your supervisor; your HR Business Partner; the Bruce Power Law Division; or the Code of Conduct Office.

7.2 Speak Up! Reporting Ethical Concerns is our Obligation

We have a duty to report any actual violation or suspected violation of the Code of Conduct that we believe in good faith has occurred or may occur.

7.2.1 How to Speak Up?

Peer Coaching

Peer coaching can be one of the most effective ways of changing behaviour and maintaining an ethical culture. If you see unethical behaviour and feel safe and comfortable doing so, you are encouraged to peer coach the individual acting inappropriately in a respectful manner.

Talk to your Supervisor

You should, if possible, discuss your concern with your immediate supervisor. If it is not possible, or if it would be inappropriate to discuss your concern with your immediate supervisor, you should report your concern up the line within your own organization.

Talk to a Human Resources Business Partner or other resources

If line management is unable to resolve your concern, or if it would be inappropriate to report your concern to line management, consider whether another department can assist, such as Human Resources, Security or the Law Division.

Contact the Code of Conduct Office or the Code of Conduct Help Line



Internal: 519-361-4630, or ext. 14630
BNPDCCodeOfConduct@brucepower.com

External:
24/7 Code of Conduct Help Line
1-888-371-4692 or www.ethicspoint.com

The Code of Conduct Help Line is administered by an independent external service provider, which is available 24/7 by phone or online. You may submit a report anonymously if you choose. Caller ID is not used. Once the call is complete, a report is forwarded to the Code of Conduct Office for assessment and appropriate follow-up.

All callers are issued a report number and a confidential PIN number that allows them to follow-up on their report, even if they have chosen to remain anonymous. During a follow-up, a caller can access responses from the Code of Conduct Office, including requests for additional information that may be required before an effective investigation can occur.

7.2.2 Your Responsibility

As a reporter, you are responsible for giving all relevant details relating to your concern. If involved in an investigation, you are expected to cooperate and participate, and treat the matter confidentially.

7.2.3 Bruce Power's Responsibility

Regardless of how the report is raised, all reports are taken seriously, and will be investigated and addressed as appropriate, in accordance with [BP-PROC-00276, Code of Conduct](#).

7.3 Supervisor and Manager Responsibilities

Our supervisors and managers play an important role in ensuring that we maintain an ethical culture and high standard of business and professional conduct. In addition to the other obligations set out in the Code of Conduct, our supervisors and managers are expected to:

- Set an example by modelling ethical behaviours at all times;
- Foster a healthy culture for nuclear safety and security where individuals feel free to speak up without fear of retaliation;
- Ensure proactive measures are taken to address conduct that could amount to a violation of the Code of Conduct, whether or not a report has been made; and
- Promptly address Code of Conduct concerns in accordance with [BP-PROC-00276, Code of Conduct](#).

7.4 Internal Investigations

Investigations into allegations of potentially unethical, inappropriate or illegal conduct are conducted by the Code of Conduct Office, Human Resources and/or Security in accordance with our internal practices and [BP-PROC-00276, Code of Conduct](#).

Investigations will be kept confidential, subject to the need to fully investigate the matter, protect workers and to the extent permitted by law.

All individuals working for, or on behalf of, Bruce Power are expected to fully, truthfully and transparently cooperate with all internal investigations by providing all requested documents and information. Individuals must not in any way obstruct, hinder or delay any internal investigations.

7.5 Zero Tolerance for Retaliation

We encourage the good faith reporting of concerns. We have zero tolerance for anyone who engages in retaliation (for example, excluding someone from decisions and work activity, demotion, relocation and reassignment) against someone who has made a good faith report, as well as anyone making a malicious or knowingly false allegation.

7.6 Consequences

Those who do not comply with the Code of Conduct may be subject to disciplinary action, up to and including termination of employment or contract for services, as well as removal of site privileges.



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