

# Inclusion & Diversity Action Plan

1

## ATTRACT, HIRE AND RETAIN DIVERSE TALENT

Our Talent Acquisition team is focused on recruiting strategies to attract a broad and diverse talent pool to our career opportunities, including actively seeking out a wide range of candidates for all positions and supporting organizations that promote equality and other forms of inclusion in the workplace and in our communities.



2

## EDUCATE, TRAIN AND DEEPEN UNDERSTANDING

Our employees are required to complete respectful workplace training annually, and inclusion and unconscious bias training every 24 months. We continue to enhance our training to ensure we have a common understanding of expectations around what constitutes an inclusive, diverse, and psychologically safe workplace – and everyone understands their role.



3

## ESTABLISH ACCOUNTABILITY FOR INCLUSION

We have an ecosystem of inclusion at TC Energy where everyone is accountable for inclusion and diversity, from our most senior leaders through to our employees across the organization. We have established an inclusion community of practice, diverse employees from across the organization to act as Inclusion Champions – change-agents to help grow our culture of inclusion across our footprint.



4

## FOSTER AND CELEBRATE A CULTURE OF BELONGING

We want to foster an environment where we can come together, embrace our differences, and celebrate them! We are committed to representing and amplifying diverse voices with our teams and will continue to share more content that reflects our commitment to inclusion and diversity. When everyone feels represented, safe and empowered to bring their very best – that's when we spark innovation and reach our potential.



5

## SET ENTERPRISE-WIDE DIVERSITY GOALS

We know that goals and targets drive action. That's why we've established specific leadership representation and inclusion targets based on the diversity of our workforce.



6

## INVEST IN INCLUSIVE COMMUNITIES

We form strategic partnerships with organizations to help build community capacity and promote equality, offering developmental opportunities through education and skill building, and other forms of inclusion in the communities where we work and live across North America.



7

## DIVERSIFY OUR SUPPLY CHAIN

We encourage economic inclusion in our supply chain through our Supplier Diversity & Local Participation Program.



8

## REINFORCE A NON-DISCRIMINATORY, EQUITABLE, ACCESSIBLE AND RESPECTFUL WORK ENVIRONMENT

Formal policies and practices support our commitment to provide a respectful workplace and ensure compliance with legal requirements. Our policies reinforce a non-discriminatory, fair, equitable, accessible, and respectful work environment.

