

 Brunswick Pipeline An Emera Company	Accessibility Report Form	Document ID: ACC-PLN-01-FRM-01 Version #: 01 Issue Date: 2025-07-02 Review Date: 2028
	Owner: Manager, Stakeholder Relations	

1 GENERAL

SUBMISSION DATE (YYYY-MM-DD):	
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Emera Brunswick Pipeline Company Ltd. (EBPC or the Company), a member of the Emera Group of Companies, and owner and operator of the Brunswick Pipeline in New Brunswick, is working to ensure that employees, job applicants, partners, and community members can fully interact with the Company without barriers. We are continuously striving to improve accessibility by listening to feedback from our employees and other stakeholders.

2 UPDATED COMMITMENTS

This Progress Report outlines the status of our ongoing efforts to identify, prevent and remove barriers for persons with disabilities.

2.1 Employment

Table 1: Employment Action Items

Actions	Completion Date
Address accessibility feedback from employees, visitors and contractors.	Ongoing
Provide leaders and employees information related to accessibility in the workplace.	Ongoing
Engage EBPC employees for feedback on this Plan.	Ongoing
Post this Plan, and future updates, on the Company's website and intranet.	Complete
Create a diversity and inclusion plan that integrates accessibility requirements.	In progress
Encourage thoughtful discussions with Human Resources and hiring managers to ensure inclusive job descriptions that communicate specific requirements of the role.	In progress
Engage with the Emera Corporate Group on how to encourage self-disclosure of disabilities from employees and job applicants.	2026

2.2 Built Environment

Table 2: Built Environment Action Items

Actions	Completion Date
Review field sites and implement, where applicable, accessibility improvements.	Ongoing

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Schedule Built Environment Assessment of office sites with Ability NB.	Complete
Review actions from Assessment and update plan as required.	In Progress
Explore opportunities with the landlord to create a wellness/nursing/multi faith area in our Germain Street office site.	2026
Ensure accessibility is included in evacuation and emergency plans and communicated to staff through our internal site.	2026

2.3 Information and Communication Technologies

Table 3: Information and Communication Technologies Action Items

Actions	Completion Date
Engage the Emera Corporate Group to review accessibility performance of IT assets and resources.	In progress
Assess EBPC websites to encourage adoption of accessibility guidelines.	In progress
Work with the Emera Corporate Group to develop a process for providing adaptive technology, when needed, for reasonable workplace accommodations.	2027
Identify digital public-facing documents to be updated so they meet accessibility standards.	2027

2.4 Communication, other than Information and Communication Technologies

Table 4: Communication, other than Information and Communication Technologies Action Items

Actions	Completion Date
Review public-facing materials for plain language requirements.	Ongoing
Create a diversity and inclusion plan that shares guiding principles for inclusive communication.	In progress

2.5 Procurement of Goods, Services and Facilities

Table 5: Procurement of Goods, Services and Facilities Action Items

Actions	Completion Date
Promote awareness about procurement opportunities to businesses owned by persons with disabilities.	Ongoing
Create a local list of businesses owned by diverse persons that all employees with procurement cards can reference.	In progress

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2.6 Design and Delivery of Programs and Services

Table 1: Design and Delivery of Programs and Services Action Item

Action	Completion Date
As part of consultation meetings and events with local communities and stakeholders, consider accessibility guidelines and offer accommodations where possible.	Ongoing

2.7 Transportation

Table 2: Transportation Action Item

Action	Completion Date
Reflect on the impact of accessibility of transportation for potential new employees.	In progress

2.8 Consultation

An organizational culture that supports persons with disabilities requires awareness, empathy and understanding from all employees. In support of this, EBPC has developed a Diversity, Equity and Inclusion Strategy and has engaged its staff in its implementation. We have been building internal capacity and awareness around these topics for the last 3 years with support from Emera Inc. and participation in the Emera Group DE&I Committee and Global DE&I Committee Working Groups.

We are working with other Emera Operating Companies to better understand accessibility challenges faced both internally and externally. To assist in addressing these challenges, we have engaged a third-party consultant to help us in the consultation process to ensure we are making informed decisions that reflect an inclusive lived experience.

Table 8: Consultation Action Item

Action	Completion Date
Consult with Ability NB.	Ongoing

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3 FEEDBACK

For more information, to provide feedback or to request alternate formats, contact:

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We welcome questions and comments provided in good faith and take steps to address barriers to accessibility identified through this process.

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