



enhance

Modern Slavery Report
2024 Report

About this report

At Enhance Energy Inc., we are committed to upholding high ethical standards in all aspects of our operations, including our supply chain management. This commitment is consistent with our dedication to upholding human rights and reducing the risk that forced labour or child labour is used in our supply chains.

As an Alberta-based carbon management company, we operate with four core values - Embrace Challenges, Collaborate Actively, Get it Done and Be Accountable. These values are embedded in our operations, guiding our interactions with partners, contractors, suppliers and communities alike. We also seek out vendors, contractors and suppliers who are aligned with our core values. Our team is passionate about creating collaborative energy solutions that respect the dignity and rights of everyone involved in our operations and supply chain.

We understand that modern slavery is a significant challenge and our approach to preventing modern slavery is rooted in our values. We strive to ensure that all individuals involved in our projects, whether directly employed by Enhance Energy Inc., or part of our supply chain are treated equitably, with dignity, and are free from any form of exploitation or coercion.

Our commitment is reflected in this Enhance Energy Inc. 2024 Modern Slavery Report. This Report shares the steps taken at Enhance Energy Inc. in 2023 to understand and reduce the risk of modern slavery in our operations and supply chain.





Structure, activities and supply chain


Enhance Energy Inc. is an Alberta-based carbon management corporation developing world-class, efficient and trusted carbon capture and storage (CCS) and carbon capture, utilization and storage (CCUS) projects. Our success comes from a great team of approximately 50 employees who are committed to making a positive impact through the energy sector. Our corporate headquarters are in Calgary, Alberta, with operations in central Alberta and Saskatchewan.

Our activities

In Canada, Enhance Energy Inc. has a portfolio of CCS and CCUS projects that remove CO₂ emissions and store them safely and securely. Enhance Energy Inc. has an operating CCUS project in Clive, Alberta and is working on a second storage hub in central Alberta with plans to be operational as early as 2025.

Supply chain

Enhance Energy Inc.'s supply chain activities are managed by a variety of teams depending on the specific business need. In 2023, Enhance Energy Inc.'s supply chain consisted of distinct categories of spend, with the majority from Canadian suppliers and contractors and the balance from United States and United Kingdom (Great Britain).



Our values, policies and due diligence

Values

Our four values guide us in everything that we do. These values are embedded in our operations, guiding our interactions with partners, contractors, suppliers and communities alike.



Embrace Challenges

We embrace challenges as opportunities for growth and innovation. We bring passion and persistence, we innovate boldly and maintain an intentionally positive outlook. We learn from each other and remain resilient in the face of adversity.



Collaborate Actively

We engage in constructive debate, encouraging openness and listening to understand. We encourage all team members to be present and engaged, ensuring that everyone contributes and nothing drops. With a philosophy of “all crew, no passengers” we work together to drive collective success.



Be Accountable

We break paradigms, drive decisions, and eliminate barriers to tackle the right problem. We pick up the hammer, act like champions and apply relentless pressure to achieve our goals efficiently and effectively.



Get it Done

We practice non-nonsense accountability by acknowledging our mistakes, owning our work, and being transparent. We prioritize doing what we say and we embrace humility as we achieve our goals.

Policies

Our policies form part of our commitment to equitable business practice. In 2023, Enhance Energy Inc. developed the following policies, guidelines and statements:


- ▶ **Respectful Workplace:** developed to include a commitment to a safe and respectful workplace and to ensure that nobody is subject to incidents of discrimination, harassment or violence. This policy also links to additional policies on harassment and violence prevention that are in Enhance Energy Inc.'s Corporate Safety Program.
- ▶ **Indigenous Reconciliation Guidelines:** developed to include a commitment to equitable labour and procurement practices for Indigenous Peoples.

There are several other policies and programs at Enhance Energy Inc. that guide vendors, contractors and suppliers, which have been embedded in our company prior to 2023:

- ▶ **Contracting Services Policy:** guides health, safety and environment (HSE) expectations, including practices to meet with contractors to discuss and align on expectations, and to develop a written plan for HSE exposures.
- ▶ **Contractor Management Program:** outlines the guidelines for selection and evaluation of contractors based on HSE criteria, to ensure that contractors are capable of effectively managing Enhance Energy Inc.'s HSE requirements.

Due diligence

Enhance Energy Inc. expects vendors, contractors and suppliers to comply with our policies and practices and we do not knowingly work with anyone who violates these or the law. Our Incident Reporting and Investigation Policy outlines our expectation that all incidents resulting in regulatory non-compliance, or any incidents covered by legislation, will be formally investigated, with the intent to take appropriate action to prevent re-occurrence.



Risks, remediation, training and measuring effectiveness

Risks of modern slavery

In 2023, Enhance Energy Inc. completed an internal, initial supply chain review and discussion. Through this, Enhance Energy Inc. recognized that it conducts all of its business in Canada, with suppliers limited to Canada, the United States and the United Kingdom (Great Britain) where there is a low risk of modern slavery.

We believe the risk of modern slavery existing in our supply chain is low but we do discuss the level of risk involved in our vendors, contractors and suppliers with internal leaders and will take appropriate measures if a higher risk is identified.

Remediation measures

We believe that the risk of modern slavery is low for Enhance Energy Inc., as a company operating entirely in Canada, with supply chain spend limited to Canada, the United States and the United Kingdom (Great Britain). No instances of modern slavery were identified by Enhance Energy Inc. in 2023. Remediation would occur after instances of modern slavery, or higher risk of modern slavery, having been identified.

Training

Each employee is expected to review and understand all policies and programs related to Respectful Workplace, Contracting Services Policy, Contractor Program Management, and any other policy or program that exists in the company. Each employee must attest that they have read, understand and will conduct themselves in accordance with the policies in the Corporate Safety Program. We also work with employees to remind them of reporting expectations that are part of the Corporate Safety Program.

Measuring effectiveness

Enhance Energy Inc. will continue to monitor and develop policies and programs with respect to modern slavery.



Conclusion

Enhance Energy Inc. is committed to the equitable and dignified treatment of all people involved in our supply chain practices. This report is given on behalf of Enhance Energy Inc., for its financial year ending December 31, 2023 setting out the steps taken in 2023 to understand and reduce the risk of modern slavery with our vendors, contractors and suppliers. We will continue to review our policies and programs to determine enhancements we can make to reduce and mitigate modern slavery.

Approval and attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chain Act (the “Act”), and in particular Section 11 thereof, I attest that I have reviewed the information contained in this report for the reporting entity. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects, for the purposes of the Act, for the reporting year listed above.

(signed) “Kevin Jabusch” _____

Kevin Jabusch

Executive Chairman and Director

May 28th, 2024

I have the authority to bind Enhance Energy Inc.

