



Spectra Energy Corp Resolution of Respect

Spectra Energy pledges to promote a work environment that:

- Respects individual dignity
- Builds on the diverse talent and perspectives of its employees
- Honors and celebrates our collective and individual achievements
- Is welcoming and free from harassment, illegal discrimination, and intolerance

Stated another way, Spectra Energy pledges to become a *Community of Respect*.

To this end, Spectra Energy's Resolution of Respect is simple...we will do what we say we will do – we will be who we say we are...by living our charter, values, and commitment to excellence. We are a bold, strategic and resourceful company that prides itself on delivering solid, sustainable business results where we live and operate:

- "Win-win relationships" are essential to our credibility, employees, customers, suppliers and communities;
- "Respect for the Individual" is fundamental to our high-performance where employees share the responsibility for creating a workplace that values and embraces diversity and inclusion – *enhanced by openness, sharing, trust teamwork, and involvement.*

By establishing relationships that value diversity, inclusion and respect at Spectra Energy, we

- Foster a culture and work community that opens minds and opportunities
- Maximize our capabilities and capacity to achieve success
- Demonstrate *"Initiative"* that requires courage, creativity, and discipline to lead change and shape the future

By being a *Community of Respect*, we position ourselves to become the *Supplier, Employer, Advisor, Partner, and Investment Opportunity of Choice.*



James M. Pruett
Group Vice President



Date