

# Enbridge Inc. Indigenous Peoples Policy

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# Enbridge Indigenous Peoples Policy

**Purpose:** Enbridge recognizes the diversity of Indigenous peoples<sup>1</sup> who live where we work and operate. We understand that certain laws and policies—in both Canada and the United States—have had destructive impacts on Indigenous cultures, languages, and the social and economic well-being of Indigenous peoples. Enbridge recognizes the importance of reconciliation between Indigenous peoples and broader society. We are committed to building positive and sustainable relationships with Indigenous peoples, based on trust and respect, and focused on finding common goals through open dialogue.

**Enbridge believes:** Companies can play a role in advancing reconciliation through meaningful engagement with and inclusion of Indigenous peoples and perspectives in their business activities.

**Policy:** As an energy infrastructure company whose operations span Treaty and Tribal lands, the National Métis Homeland, unceded lands and the traditional territories of Indigenous groups<sup>2</sup> across North America, Enbridge is deeply committed to advancing reconciliation with Indigenous peoples. Our mutual success depends on the ability to build long-term, respectful and constructive relationships with Indigenous groups near Enbridge's projects and operations throughout the lifecycle of our activities. To achieve this, Enbridge will govern itself by the following principles:

## Respect for Indigenous rights and knowledge

- We recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in the context of existing Canadian law, and the legal and constitutional obligations that governments in both Canada and the United States have to protect those rights.
- We recognize the legal and constitutional rights possessed by Indigenous peoples in Canada and in the United States, and the importance of the relationship between Indigenous peoples and their traditional lands and resources. We commit to working with Indigenous communities in a manner that recognizes and respects those legal and constitutional rights and the traditional lands and resources to which they apply, and we commit to ensuring that our projects and operations are carried out in an environmentally responsible manner.
- Consistent with Enbridge's respect for the rights of Indigenous peoples, we engage early and sincerely through processes that aim to achieve the support and agreement of Indigenous nations and governments for our projects and operations that may occur on their traditional lands.
- We seek the input and knowledge of Indigenous groups to identify and develop appropriate measures to avoid and/or mitigate the impacts of our projects and operations that may occur on their traditional lands.

<sup>1</sup> In Canada, Indigenous peoples has the meaning assigned by the definition *aboriginal peoples of Canada* in subsection 35(2) of the *Constitution Act, 1982*, which includes First Nations, Métis and Inuit Peoples. In the United States, Enbridge refers to Indigenous peoples as all descendants of people inhabiting land within the current exterior boundaries of the United States prior to the continent being inhabited by European settlers, including all U.S. federally recognized tribes.

<sup>2</sup> The collective term "Indigenous groups" is used in this Policy when referring to Enbridge's engagement with Indigenous nations, governments or groups in Canada, and/or Native American Tribes and Tribal associations in the United States about Enbridge's projects and operations. Enbridge has the utmost respect for the unique rights and individual names of Indigenous groups across North America. This collective term is used solely for the purpose of readability of the policy.

## Promoting equity and inclusion

- Recognizing the need to eliminate the significant socioeconomic barriers that continue to prevent Indigenous peoples from fully participating in the North American economy, Enbridge works with Indigenous peoples to ensure they have opportunities to be included in socioeconomic benefits resulting from our projects and operations. These may include partnerships and opportunities in training and education, employment, procurement, equity participation, business development and community development.
- We are committed to increasing Indigenous representation in Enbridge's workforce and supplier community.

## Fostering awareness through education

- We are building – and will continue to ensure – a foundational understanding of the rights, history and cultures of Indigenous peoples through Indigenous awareness training for all Enbridge employees, with the aim of advancing reconciliation with Indigenous peoples

Enbridge will provide ongoing leadership and resources to ensure the effective implementation of the above principles, including the development of implementation strategies and specific action plans, and report its Indigenous reconciliation efforts – including engagement and inclusion outcomes – through its annual Sustainability Report.

This Policy is a shared responsibility involving Enbridge and its affiliates, employees and contractors, and we will conduct business in a manner that reflects the above principles. We will work with our contractors, joint venture partners and others to support consistency with this policy. Enbridge commits to periodically reviewing this policy to ensure it remains relevant and meets changing expectations.