



# Indigenous inclusion and success

At Enbridge, we see our relationships with Indigenous communities as mutually beneficial—economically, socially and culturally.

Enbridge's Line 3 pipeline replacement project represented a large step forward—not only for this project and the Indigenous people involved, but for our approach going forward for all our projects and activities, as it speaks to our commitment to aligning our interests and working together for mutual benefit.

## Indigenous engagement

Construction of the Canadian portion of the Line 3 Replacement Program (L3RP), the largest capital project in Enbridge's history, is now complete.

As important as the installation of new steel is to maintain the safety and reliability of this essential pipeline, so too is the unprecedented level of Indigenous engagement, inclusion and economic participation achieved during its construction.

During project construction, **more than 1,100** Indigenous men and women were employed on the project—comprising **20%** of the overall workforce.

## Economic benefits

The Line 3 replacement generated more than **\$400 million** in Indigenous economic benefits, including **\$116 million** in wages paid to Indigenous workers.

Building and maintaining sustainable relationships with Indigenous nations and groups—on projects such as the Line 3 replacement, and ultimately over the lifecycle of our assets—is essential to Enbridge's continued success as a leading North American energy delivery company.



> In all, 260 Indigenous men and women graduated from Enbridge's Pipeline 101 sessions across Western Canada. These training sessions provided pipeline-readiness training for candidates interested in obtaining employment in future construction projects.

### Community support

At Enbridge, we pride ourselves in providing the energy, safely and reliably, that fuels quality of life.

And we're very proud of the outcomes achieved that would not have been possible without the strong support and active participation of Indigenous communities and individuals who helped build the Line 3 replacement pipeline in Canada.

We pursue meaningful consultation and build respectful relationships before proceeding with all projects—and, eventually, through their full lifecycle into operations. We work to ensure Indigenous people have real access to jobs—as well as training and education—that set up individuals and communities to realize long-term, sustainable benefits from projects like the L3RP.

We strive to share our success with the communities where we operate.

Through contracting, training and employment, capacity development, and community engagement and collaboration, we aim to create opportunities that are aligned with the aspirations of many within these Indigenous communities.



> During L3R project construction in Canada, Indigenous men and women comprised 20% of the total workforce.

### Line 3 Replacement (Canada): Indigenous inclusion stats

We remain deeply committed to meaningful engagement and economic participation through our projects and operations. Examples from this project included:

- **58** agreements with **98** Indigenous communities or groups covering Traditional Land Use, procurement, training and employment opportunities, environmental stewardship and construction monitoring.
- **\$400+ million** in Indigenous economic benefits, including labour and contracting, capacity building and community sustainability initiatives.
- **1,100+** Indigenous men and women employed during construction, comprising **20%** of the overall workforce.
- **\$116** million in wages paid to Indigenous workers.
- An innovative Indigenous construction monitoring program, employing **36** construction monitors and liaisons and integrating Indigenous experience and perspective into the construction process.
- **260** Indigenous men and women graduated from Enbridge's Pipeline 101 training-to-employment program, many of whom secured work on the L3RP.
- Indigenous cultural awareness for all construction personal prior to deployment.