



Continuing our

# Path to Reconciliation

Indigenous engagement  
and inclusion – An update



**About the design:** Over the years, Enbridge has been honored with blankets gifted from Indigenous groups. We proudly display many of these blankets at our corporate and field offices as a sign of respect, inspiration and gratitude for the relationships we have built and nurtured with Indigenous peoples, and the ongoing role we play in walking the important path of reconciliation. We shared images of our gifted blankets with our design partner, a 100% Indigenous-owned creative company. The blankets have served as a source of inspiration for the design of this report and we honor these gifts and their importance to the fabric of our culture, and our dedication to continued learning and inclusion of Indigenous culture, heritage and teachings in our everyday lives.

> Cover image: Edie, a longtime Enbridge employee and part of our growing Indigenous workforce.



## About this report

While we have been building relationships with Indigenous groups for many years, Enbridge made a commitment in 2017 to enhance transparency by expanding reporting on the implementation of our Indigenous Peoples Policy and the steps we are taking to integrate Indigenous<sup>1</sup> rights and knowledge into our business across North America. In June 2018, we began to fulfill that commitment with the release of a discussion paper, [Indigenous Rights and Relationships in North American Energy Infrastructure \(2018 Report\)](#), and have since provided an annual overview of our plans, commitments and outcomes with respect to Indigenous inclusion within our 2018-2020 [sustainability reports](#).

This report, published in February 2022, augments our previous reporting and serves as a voluntary update on our progress since the 2018 Report.

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All dollar amounts are in CAD except when specified in USD.

<sup>1</sup>Because Enbridge's operations span North America, our use of the term "Indigenous" denotes Native American Tribes in the United States and First Nations, Métis Nation and Inuit peoples in Canada.

# Indigenous engagement and inclusion:

## An update on our progress



> Line 3 decommissioning crew (Manitoba) wearing orange shirts to mark the National Day for Truth and Reconciliation.


We are at a pivotal moment in history – an awakening – to reset and build a foundational relationship.

There is a shifting of awareness to Indigenous history, culture, rights, engagement and inclusion occurring across North America. This awareness both comes from and places more focus on the evolving legal and constitutional framework. It also fosters greater political and societal attention; provides opportunities to weave Indigenous knowledge, teachings and perspectives into decision making; and is embodied by the courageous sharing of the personal stories and experiences of Indigenous peoples in Canada and the United States.

The recent and ongoing recoveries of the unmarked graves of Indigenous children at former residential schools in Canada are a painful reminder of the inequities and injustices Indigenous peoples across North America have endured and continue to face today.

We have all inherited this position in time together – and we all have a role to play in supporting this awakening by educating ourselves about the truth of the history of Indigenous peoples and then embarking on a path toward reconciliation.

“ Reconciliation cannot begin until the truth is first accepted and better understood. ”  
Cadmus Delorme, Chief of the Cowessess First Nation in Canada



Our projects and operations span Treaty and Tribal lands, the National Métis Homeland, unceded lands and the traditional territories of Indigenous Nations, Tribes, Governments and Groups (Indigenous groups)<sup>2</sup> across North America. Enbridge has consulted and engaged with more than 340 Indigenous groups in Canada and the United States.

We believe we can, and should, be a leader in our industry in Indigenous engagement, inclusion, and awareness – because we have learned we can go further together. Because inclusion creates unique, powerful, respectful and collective opportunities and benefits – for all involved. Because this matters.

Our name, Enbridge, conveys our commitment to being a bridge and leading the way to a safer, cleaner and more sustainable energy future. But a bridge is only as sturdy as its foundation and the structures that support it, and that's why we're working to strengthen an essential component of that structure – fostering trusting, respectful and mutually beneficial relationships with Indigenous peoples.

While we have expanded Indigenous inclusion within our projects and operations, we recognize our journey towards reconciliation is just that, a journey. More time is needed to listen, learn, understand and adapt in tandem with the broader changes taking place in North American society.

We have more work to do. We are committed to this, and we are committed to bridging the gaps that exist to develop meaningful and sustainable outcomes for Indigenous groups for generations to come.

To continue this work, Enbridge plans to develop a Reconciliation Action Plan in 2022. The Reconciliation Action Plan will outline our commitments and a plan of action going forward.

“ I'm proud of the path Enbridge has taken to increase engagement and inclusion of Indigenous peoples. Through this work we are learning from Indigenous communities and maturing as a business, resulting in better protection of valuable Indigenous resources and improved quality of life throughout the lifecycle of Enbridge's assets. ”

**Paul Eberth, Director of Tribal Engagement**

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<sup>2</sup>In this report we are using the term, "Indigenous groups" when referring to Indigenous nations, governments or groups in Canada and/or Native American Tribes and Tribal associations in the United States. We have 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 the readability of the report and is not meant disrespectfully.



> Line 3 decommissioning Canada, Indigenous Liaison and Indigenous Construction Monitor.

### Spotlight: Outcomes of focused engagement and inclusion

We last provided a dedicated report on our Indigenous engagement, inclusion and outcomes in the 2018 Report. Since that time, we have:

- Adopted a lifecycle approach, inclusive of feedback received from Indigenous groups, which means we will continuously engage throughout the life of our assets, not just when we have a project to build
- Increased total spending with Indigenous businesses, including contracting and wages paid to Indigenous workers, to more than \$1.8 billion in total spend, an increase of more than \$1.3 billion dollars since the 2018 Report
- Provided nearly \$12 million in community investments to Indigenous groups
  - This included \$2.2 million in COVID-19 relief to more than 150 Indigenous groups located near our assets that faced unique hardships due to the pandemic
- Completed what we believe to be the largest Indigenous cultural resources survey in the U.S. energy industry, along the Line 3 Replacement Program route in Minnesota
- Provided Indigenous awareness training to approximately 5,500 employees online (roughly 50 percent of our workforce) and 1,500 employees in-person (roughly 14 percent of our workforce) as of February 2022
- In November 2020, committed to having 100 percent of Enbridge employees complete online Indigenous awareness training by the end of 2022
- Committed to 3.5 percent representation of Indigenous peoples in our workforce by 2025, which has considered the demographics across our operating areas in Canada and the U.S., the labor market and our anticipated pace of hiring. With a current percentage of 2.2 percent representation, we are continuing our efforts to achieve this goal.

Additional details are featured throughout this report.

## Approach to Indigenous relationships



> Indigenous construction workers building the Line 3 replacement pipeline in the U.S.

Building respectful relationships with Indigenous groups has historically been part of our business, although our approach and guiding policies have had to evolve over time. Our first Indigenous Peoples Policy was introduced in 2001, and guided our engagement with Indigenous groups both within and outside of North America. In 2009, with assets focused solely within Canada and the United States, we updated our approach and released the Aboriginal and Native American Policy. That policy was further updated in 2016 and 2018 to the current Indigenous Peoples Policy (IPP) in response to the Truth and Reconciliation

Report: Call to Action #92 and to recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). At Enbridge, we're working to build sustainable respectful relationships, with the goal of working with potentially impacted Indigenous groups to identify and resolve concerns. We have been, and continue to be, focused on integrating our commitments under the IPP into our internal processes and systems and turning our commitments into concrete actions through the development of our lifecycle approach discussed later in this document.

## Setting up for success



> Gordon Construction, an Indigenous company involved in Line 3 Replacement construction in the U.S.

In order to live our values and effectively and consistently implement our IPP commitments, we have worked internally across our organization to improve how we execute our objectives and commitments around Indigenous engagement and inclusion. This has been an important step to establish clarity on responsibilities and accountabilities and to help guide engagement that must be both consistent and flexible – taking into account the uniqueness of the geographic regions we work within and Indigenous groups with whom we engage. We continue to listen, learn and adapt – always with the objectives of improving how we build stronger relationships and working partnerships.

We are grateful for the time and energy many Indigenous leaders, Elders and Indigenous groups have provided to us while engaging on project plans, our operations and activities. By sharing their perspectives, interests and traditional and cultural knowledge, and outlining

the needs and skills of their respective Nations, groups and governments we strengthen our relationships and improve the outcomes.

### Lifecycle approach

We are committed to building respectful, constructive and enduring relationships that foster trust with and generate benefits for Indigenous groups over the lifecycle of our assets – from project proposals and design through construction, operations, maintenance and, to ultimately and safely removing a pipeline from service at the end of its useful life<sup>3</sup>. We recognize consistency and continuity are important to developing and maintaining positive relationships. Long-term relationships are built on trust and respect, and are critical to creating sustainable and mutually beneficial outcomes.

We have come to recognize the need for continual engagement – not just when we're actively working in an area or during a project, but constantly and consistently with all those in proximity to our operating assets.

<sup>3</sup> Removing the pipeline from service is called decommissioning in Canada and deactivation in the United States.





In 2019, we adopted our Indigenous Lifecycle Engagement Framework, which operationalizes our commitment and outlines internal guidelines for engagement with Indigenous groups. The framework ensures consistent engagement approaches and standards of practice across our operating regions in North America. It embeds our commitment to creating systemic and sustainable opportunities for Indigenous inclusion into our foundational processes going forward.

Through our dynamic engagement process, we are listening and learning about the interests, needs and values of the people and communities who live and work near our projects and operations. This information continues to help inform and shape our lifecycle approach. As the world changes, we expect the needs of communities to evolve, our knowledge to increase, and our framework to continue to change and grow in response.

Through the implementation of the framework in 2019, we have introduced a number of standards of practice to provide a consistent, respectful approach that aims to recognize the diversity and uniqueness of the Indigenous groups with whom we engage. This includes:

- **Long-term agreements and engagement protocols** during our operations that outline expectations and provide an avenue for ongoing information sharing and relationship building
- **Financial participation and inclusion**, including direct Indigenous participation on new or greenfield projects
- Increased transparency and participation in **historical site remediation, maintenance digs, use of Indigenous Traditional Knowledge/Traditional Land Use** data; and **facilitation of Indigenous participation**, especially as it relates to protecting Indigenous cultural resources and sites
- Creating awareness of and encouraging participation in Enbridge's **emergency response**
- The engagement and inclusion of **Indigenous contractors and businesses** through the use of tools such as our Socio-Economic Requirements of Contractors

Oversight of the framework's implementation and our approach to Indigenous engagement continues to be through an Executive Steering Committee comprised of members of our senior executive leadership team, thereby reinforcing the integration of the framework across the company. Ongoing responsibility for living our values and commitments around Indigenous inclusion permeates the organization through multidisciplinary teams and our **Indigenous Employee Resource Group**. This internal group, comprised of Indigenous employees and allies from across the company, provides Indigenous perspective and advice, supports Indigenous employees, and creates awareness and understanding of Indigenous history and culture.

## Plans in action: A pioneering economic and environmental partnership

In February 2022, Enbridge and five Indigenous communities in Alberta announced our intention to partner to advance a proposed carbon transportation and storage hub west of Edmonton.

Once built, the Open Access Wabamun Carbon Hub will transport captured carbon-dioxide (CO<sub>2</sub>) via pipeline, from large industrial operators (such as Capital Power and Lehigh Cement) in the west-Edmonton region, and safely and permanently sequester it in deep underground geological formations. Such projects are seen by organizations like the International Energy Agency as critical if countries like Canada are going to effectively combat climate change and achieve near- and long-term goals, including net-zero emissions by 2050.

The Hub proposal is being evaluated by the Alberta government, which is expected to award the rights to sequester the CO<sub>2</sub> underground in various regions of the province in a phased approach beginning in the first half of 2022.

Four Treaty 6 Nations which make up the First Nations Capital Investment Partnership (Alexander First Nation, Alexis First Nation,



> Colin Gruending is flanked by Treaty 6 Chiefs (from left): Chief Arthur Rain (Paul First Nation); Chief George Arcand Jr. (Alexander First Nation), Colin Gruending, Chief Billy Morin (Enoch Cree Nation), Chief Tony Alexis (Alexis First Nation).

Enoch Cree Nation and Paul First Nation), have signed an agreement with Enbridge to pursue ownership in future carbon transportation and storage projects associated with the Hub. Under a separate agreement, the Lac Ste. Anne Métis Community will also have an opportunity to acquire an equity interest.

As carbon transportation and storage projects proceed within the Hub, Enbridge will look to utilize Indigenous contractors as direct contractors, sub-contractors and suppliers.

“ This path creates an opportunity to generate wealth, but more importantly it allows sustainable economic sovereignty for our communities. We are creating a healthy future for the next seven generations to thrive. We’re looking forward to working with industry leaders who share our values of environmental stewardship and to collaborate with Enbridge on world-scale carbon transportation and storage infrastructure investments. ”

**George Arcand Jr.,  
Chief of the Alexander First Nation**

“ This is an exciting opportunity to meaningfully involve local Indigenous communities in the energy transition underway today. We’re thrilled to be working with these Treaty 6 Nations and the Lac Ste. Anne Métis Community to advance projects that will benefit Indigenous people and help Alberta and Canada meet its climate change goals while supporting economic recovery. ”

**Colin Gruending,  
Executive Vice President and President,  
Liquids Pipelines**

### **Plans in action: Line 3 Replacement Program (Minnesota, United States) – Community Liaison Program**

Enbridge implemented an Indigenous community liaison program in Minnesota through the construction of the Line 3 replacement pipeline. The role of the community liaisons has been instrumental in increasing awareness, information sharing and transparency between Indigenous groups and Enbridge. In alignment with our lifecycle approach, Enbridge plans to maintain components of this program to provide continuity and ongoing engagement now that Line 3 construction is complete.

“ As a tribal/community liaison, I am proud to be a part of this. I took this position on to make a difference, create awareness, educate our tribal communities on Enbridge and the opportunities they are providing for our people and sharing the truth not perception. I am a cultural resource to assist, guide and educate regarding our culture, history and knowledge. We are learning and working together for a better future for all, thank you for a chance to make a difference. ”

**Diane, Tribal Liaison**

“ As I look at Enbridge’s engagement with Indigenous peoples, the three L’s of Line 3 came to mind for me. Listen to it. Learn it. Live It. That’s what Enbridge did. ”

**Roland, Tribal Liaison**

### **Spotlight: Innovation in engagement**

With the onset of the COVID-19 pandemic, stay-at-home orders issued across North America and with Indigenous communities locked down to outside visitors, Enbridge, like so many organizations and individuals globally, needed to find new and innovative ways to remain connected. We transitioned from in-person to virtual/online workshops and meetings to deliver materials, provide opportunities for dialogue, seek feedback on our projects and continue to ensure inclusion in field activities.

In eastern Canada, this included taking archaeological field survey video footage to share with Indigenous groups to facilitate virtual monitoring of proposed projects. In the Prairie provinces, we shifted from in-person roundtable sessions with Indigenous groups to hosting webcasts to provide updates on the Line 3 Replacement Program, including the Line 3 Decommissioning regulatory filings. In northeast British Columbia, this meant mounting video cameras on helicopters completing area flyovers to share and review with Indigenous communities to facilitate discussions around caribou habitat restoration.

## Sustaining and celebrating Indigenous culture



> Blessing ceremony before our emergency response exercise in Manitoba.

In alignment with our IPP, we continue to bridge knowledge gaps, foster understanding, and seek further advice from Indigenous groups on the history and culture of Indigenous peoples among our employees and contractors. This knowledge and guidance from Indigenous groups has created opportunities for increased collaboration, shared understanding and protection of Indigenous cultural resources.

### **Traditional Land Use information**

To identify areas of significant heritage, cultural and traditional importance, Enbridge regularly offers funding for Traditional Land Use (TLU) studies on our projects. Information gathered is used in route and infrastructure planning to

avoid or mitigate potential impacts on sites of importance. The information is preserved on a confidential basis to facilitate continued mitigation, should the information be applicable to future activities that could potentially impact the sites. In collaboration and alignment with Indigenous groups, Enbridge has begun to map cultural sites across our pipeline system, beginning with the Line 3 Replacement Program to ensure we avoid or mitigate potential impacts through project construction, during operation of our assets and in the unlikely event of a release. Once the mapping is complete, Enbridge will engage with Indigenous groups that provided the information during the projects to verify the sites.



### Plans in action: Cultural Resources Survey

From 2017 to 2019, we conducted a first-of-its-kind Tribal Cultural Resource Survey. Managed by the Fond du Lac Band of Lake Superior Chippewa, experts from 30 federally recognized tribes collaborated on the review of the full 337-mile (541-km) Line 3 Replacement Program route through Minnesota. Sixty significant cultural locations were identified for further avoidance, mitigation treatments or tribal monitoring. Enbridge incorporated these recommendations into its project plans. To ensure cultural resources are protected, construction of the Line 3 replacement pipeline in the United States has been supervised by tribal monitors, with authority to stop construction. This is a similar approach to that

which was applied during construction in Canada, utilizing TLU studies completed by Indigenous groups to guide the protection of cultural sites through the Tribal Monitoring Program.

“ A project like this has never been done across Tribal communities or energy companies. They really set a precedent. ”

**Jim Jones, a Leech Lake Band of Ojibwe member and a project manager for the survey**

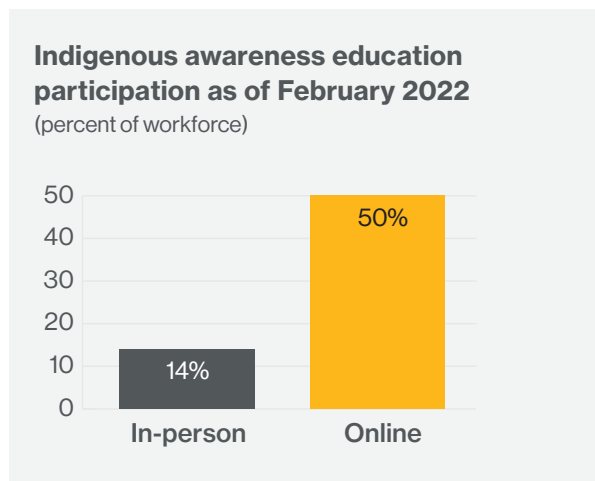
If you'd like to read more, please visit our site [here](#).

### Indigenous awareness education

Developing a deep understanding of the history, rights, culture and knowledge of Indigenous peoples is essential to recognizing the necessity of reconciliation. Cultivating and supporting this understanding is central to our value of inclusion. While Indigenous awareness training has been a part of our approach for a number of years, it has never been required across the company – until now.

We are committed to having 100 percent of Enbridge's employees complete online Indigenous awareness training by the end of 2022.

Since 2018, we have advanced this training to provide increased exposure, experiences and relevant information to build a deeper understanding of and appreciation for Indigenous peoples. This includes an overview



of key concepts, including government laws and policies and their effects on Indigenous peoples; the protection and restoration of treaty rights; and a raising of awareness of the historical injustices and lasting impacts of the treatment of Indigenous peoples.

Training is now available online and in-person for internal teams to delve deeper in their learning and understanding of Indigenous culture with a focus on the truth of truth and reconciliation. To augment this training, we have developed an Indigenous and Tribal Land Acknowledgment Guide reinforcing the importance of the Indigenous connection to the land and our role in this relationship with Indigenous groups.

The feedback we have received from employees in both the United States and Canada following Cultural Awareness training has been overwhelmingly positive, appreciative, and in some cases, transformative.

“ My participation in the training has really changed my perspective on a lot of things; woken me up to a lot of the bias that I was told/learned over the years. After taking this session it made me into someone that wanted to be involved and champion awareness not only at work but in my personal life as well. ”  
**Jay, Supervisor Operations**



> Bee Schadeck, a long-time Indigenous awareness presenter for Enbridge.

“ Before attending the Indigenous Awareness training I had known very little about Canada’s history of the residential school systems and the atrocities that were committed ... I can say my attitudes, heart and overall understanding of Indigenous peoples and their history has opened entirely new perspectives for me. ”  
**Inara, Regional Maintenance Analyst**

Project specific Indigenous Awareness training was provided to 11,600 employees and contractors working on the Line 3 Replacement Program in the United States. In addition, and in response to local concerns, Enbridge developed a Human Trafficking Awareness Prevention Program, which included a training video produced in partnership with local tribes. This program focused on Missing and Murdered Indigenous Women and Girls, and participation was required of all personnel working on the Line 3 Replacement Program in the United States.

As we gain a better understanding of the history, culture and perspectives of Indigenous peoples, we are greater prepared to have meaningful and honest conversations on our projects and operations, to better understand interests, and to ensure inclusion of Indigenous feedback into our projects and operations.

## Indigenous education and employment



➤ Enbridge Indigenous Recruitment Advisor, Mark Shilliday.

There are currently more than 230 self-identified Indigenous people employed by Enbridge across North America, and approximately 34 percent of those are in specialist or leadership roles. This accounts for 2.2 percent of our workforce. Enbridge is focused on increasing employment numbers and including Indigenous representation and perspective in our day-to-day operations.

One of our 2020 sustainability goals is achieving 3.5 percent representation of Indigenous peoples in our North American permanent workforce by 2025. When we considered the demographics across our operating areas, the labor market and our anticipated pace of hiring, 3.5 percent became an appropriate target to help us be more reflective of the communities where we operate. With a workforce of roughly 11,000 employees, reaching this goal will be a challenge – but we know in order for meaningful change to occur we must challenge ourselves.

To help us meet this goal, we are working to decrease barriers to employment and increase retention. We have established an internal

Indigenous employment initiative working group; hired an Indigenous recruiter; provide guidance for culturally appropriate interview processes; continued and expanded Indigenous Employee Resource Groups within Enbridge; and continue to maintain contact information for Indigenous groups with respect to job opportunities. In addition, we offer apprenticeship/intern programs in a number of our operating regions, and annually allocate at least one of our six rotational engineering internship positions for an Indigenous engineer in training. Over the past two years, 183 self-identified Indigenous people have completed workforce training sponsored by Enbridge in the United States.

We are increasing Indigenous representation in some areas of the company; however, we know we can and must do better. We are creating multiple pathways to employment including increased permanent, contract and apprenticeship positions, as well as increasing Indigenous perspectives in more areas of our business and sustaining a culturally welcoming and supportive environment for Indigenous employees. Enbridge strives to be a preferred employer for Indigenous peoples.

On September 30, 2021, Canada's first National Day for Truth and Reconciliation, we acknowledged the importance of this day and our employees in Canada were given the day off for personal reflection or education. In 2022 in the United States, we have taken a similar approach, and provided our employees the option of taking National Indigenous Peoples Day on October 11 or Martin Luther King Jr. day on January 17 as a day off for reflection. We will continue to find ways to live our values and provide our people the space and capacity to pause, listen, honor and learn.

“ As a young Indigenous professional, one of the key considerations I've maintained as I've began my career has always centered around the word “opportunity.” For me, that meant joining an organization that not only provided me the opportunity to deliver on work that I believe in, but more importantly presented me with the opportunity to be part of an organization that both recognizes the changing landscape related to reconciliation and wants to be an industry leader in those efforts. I have been consistently reassured since joining Enbridge that this is an organization that reflects my values by taking seriously its role in reconciliation and continuing to learn how to walk the good path. ”

**Matt, Senior Analyst Community and Indigenous Engagement**

“ Many individuals had reached out to me to have a virtual video call to introduce themselves. This signified that they found my being here important and cleared time in their schedule to make me feel welcome ... I have never worked for an employer with as many Indigenous employees that I got to work alongside. I have also never seen another company work as hard as Enbridge does to hire on Indigenous companies to work along the pipeline. ”

**T'Kaela, Summer Student**



> We developed Every Child Matters hard hat stickers for those in the field to show support for the National Day for Truth and Reconciliation.



## Corporate citizenship

At Enbridge, we place high priority on the role we play in contributing to safety, vitality and sustainability of the people and communities with whom we engage. Our investments are guided by dialogue with Indigenous groups and are focused on creating impactful and meaningful outcomes. Since 2018, Enbridge has contributed nearly \$12 million to Indigenous groups in North America. This investment has included over \$500,000 for Indigenous language preservation, support of nearly 300 cultural events, as well as investments that support food security, safety, youth capacity building, habitat remediation and conservation,

disaster relief, resiliency, environmental initiatives and supporting the energy transition. With the onset of the COVID-19 pandemic we focused our energy and efforts on pandemic response, including providing \$2.2 million in COVID-19 relief to more than 150 Indigenous groups located near our assets.

To learn more about our partnerships in action, such as support for the Elbow River Camp, Transition to Campus Life, Waubun-Ogema-White Earth Mahnomen and the Indigenous Peoples Resilience Fund, please visit [www.enbridge.com/indigenous](http://www.enbridge.com/indigenous).



> One of our 2021 Indigenous summer students ready for a field visit.

# Indigenous economic engagement and inclusion

Economic inclusion has long been an important part of our collaborative engagement with Indigenous groups. Even prior to the implementation of our 2009 Aboriginal and Native American Policy, we worked to create mutual benefits from the projects we engaged on.

Since the 2018 Report, we have further refined our processes to provide more internal awareness and clarity to our projects and operations teams through:

- Utilizing our Socio-Economic Requirement of Contractors process to ensure local Indigenous businesses are engaged in potential contracting and sub-contracting opportunities
- Maintaining an Indigenous business database
- Reaffirming our commitment to our [Supplier Diversity Policy](#)
- Utilizing Business Information Sheets provided by Indigenous groups to understand their businesses and affiliated businesses
- Including qualified Indigenous businesses in master service contracting opportunities directly with Enbridge
- Inviting only Indigenous businesses and Indigenous affiliated businesses to bid on general contracting for the decommissioning portion of the Line 3 Replacement Program in Canada
- Supporting the pre-qualification of Indigenous businesses so they can be ready when opportunities to provide services arise

Since our 2018 Report, we have worked with Indigenous groups and businesses to achieve more than a billion-dollar increase in contracting spend with Indigenous businesses and affiliated businesses and wages paid to Indigenous workers in Canada and the United States. While the bulk of this spending is a result of the Line 3 Replacement Program, the largest capital project in our history to date, we are committed to working with Indigenous groups to maximize inclusion and benefit and will continue to work with Indigenous businesses to offer economic opportunity from future projects and operations.



> Jeta Corporation, an Indigenous woman-owned distribution and supply company who provided contract work for Enbridge. Learn more [here](#).

### **Plans in action: Gas Distribution and Storage – Indigenous Mentorship Program**

Our gas distribution operations has commenced a third year of an Indigenous employee mentorship program in northern Ontario. This program, and associated recruitment efforts, focus on mentorship, skills development, sharing learnings and identifying pathways to full-time employment. In 2021, Enbridge hired four Indigenous mentees (three in the office, one in the field) with a

fifth program participant hired on in a full-time construction laborer position. Enbridge has also partnered with the Métis Nation of Ontario as part of a Métis Youth Internship Program to on-board one additional Indigenous representative to our construction team. In addition, an Indigenous Community Outreach program has been initiated. This program will focus on expanding the mentorship program across Ontario in 2022 to create further internal supports to increase and support partnerships and collaboration with Indigenous businesses.

## **Environmental management**

Enbridge continues to engage with and include Indigenous groups in our environmental management activities. We are learning and adapting our strategies and activities through early and ongoing engagement to refine and improve our practices and provide participation opportunities during projects and operations. In 2018, we committed to seeking the participation of Indigenous monitors from potentially impacted Indigenous groups and we continue to do so in areas where access is granted by the landowner.



> Indigenous representatives touring a horizontal directional drilling of a creek in Alberta, Canada.

### **Plans in action: Line 21 (Norman Wells Pipeline) – Traditional, Cultural, Wildlife and Environmental Knowledge Program**

A Traditional, Cultural, Wildlife and Environment Knowledge Program is a land-based cultural learning initiative jointly developed by Indigenous leadership, youth and Enbridge in 2018 in the Northwest Territories. Enbridge continues to provide annual funding through the Enbridge Fueling Futures grant program that supports the connection of Elders and Indigenous youth with the environment. Participants in the program can utilize a journal to record and share knowledge, experiences and reflections from being on the land as they build their understanding of tradition and culture.

## Emergency preparedness and response

Since 2018, Enbridge has been establishing release notification protocols to ensure Indigenous groups are aware and engaged in the event of any releases on our pipeline systems. These protocols are in direct response to feedback from Indigenous groups, who have requested information and engagement on our emergency response activities within their traditional territories. These protocols are being

developed and implemented in all of our Liquids Pipelines regions.

Enbridge is also committed to sharing emergency management materials and encouraging participation of Indigenous observers in emergency response exercises, as demonstrated by the 2021 exercise in Wawanesa, Manitoba.

### Spotlight: Emergency response exercise in Manitoba

As one component of providing information and education on our operations, in 2021, for the first time, we held a full-scale emergency response exercise with the inclusion of Indigenous perspectives in the planning, and participation as virtual observers (COVID-19 restrictions prevented in-person attendance). In all, 121 individuals representing 56 Indigenous groups throughout Alberta, Saskatchewan and Manitoba were invited to participate in the exercise, which took place along a bend of the Souris River in Wawanesa, Manitoba. Sixty invitees tuned in to their computer screens to observe the exercise. The training commenced with an Indigenous cultural assessment and blessing at the site the day before the exercise.



> Indigenous representative on the ground during our full-scale emergency response exercise in Manitoba.

## Working together:

### An update on the Line 3 Replacement Program

Enbridge's Line 3 Replacement Program (Line 3) is the largest project in Enbridge's history. The replacement pipeline is now fully in service in Canada and the United States. Indigenous businesses and workers on both sides of the border played a significant role in completing this essential maintenance project. With the replacement pipeline now fully operational, our focus has turned to safely removing the existing Line 3 pipeline from service<sup>4</sup> in accordance with Canadian and United States environmental and other regulatory approvals.

To learn more about Line 3, please visit the project page [here](#).

#### Highlights of Line 3 (Canada)

With our Indigenous partners in Canada, we:

- Generated more than \$480 million in spend with Indigenous businesses and communities, including \$124 million in wages for Indigenous workers
- Employed over 1,100 Indigenous workers on the construction of Line 3 in Canada, which comprised 20 percent of the overall workforce
- Focused on Indigenous-only requests for proposal processes whereby the decommissioning work will be completed by Indigenous businesses and their affiliated businesses

#### Highlights of Line 3 (United States)

With our Indigenous partners in the United States, and with the construction of Line 3 in the United States completed in September 2021, we have:

- Generated more than US\$356.8 million in spend with Indigenous businesses and communities, including US\$39.6 million in wages for Indigenous workers, surpassing our commitment of US\$100 million of economic opportunities as of September 30, 2021
- Employed over 850 Indigenous workers on construction of Line 3 in the United States, ultimately comprising more than 7 percent of the overall workforce

The construction of Line 3 could not have been possible without listening to, and working collaboratively with Indigenous groups in Canada and the United States. Working together clearly demonstrates how we can achieve mutual benefits that positively impact both of us today and into the future.



> Line 3 Decommissioning Canada.

<sup>4</sup>For this project, the process is called "decommissioning" in Canada and "deactivation" in the United States.

## The journey continues



> Enbridge Tribal engagement advisor and representative from Sac and Fox Nation in Oklahoma.

Our approach to Indigenous engagement and inclusion is continuously evolving. While we have made strides to embed Indigenous inclusion into our business, and we are making progress, we know there is more work to be done. We are committed to this work and to challenging ourselves, our peers, our leaders and our associates to live our values and be innovative and progressive in our approach to collaboration and inclusion.

Our goal is to create and nurture sustainable, respectful and mutually beneficial relationships with Indigenous groups in the areas in which we operate, while ensuring our projects and operations are structured to ensure the land is protected for seven generations and beyond.

As we learn more, as we confront our truths, we create a path that we can walk, together, towards reconciliation.

“ While we are proud of our accomplishments and outcomes to date, this is a journey where the destination isn’t an ending but rather an opportunity for continual learning and improvement. A bridge to our energy future has to include continued focus on improved collaboration with and inclusion of Indigenous peoples – and it has to include a commitment to challenge ourselves to cultivate continued discussion, reflection, collaboration, and ultimately, action. ”

**Kim Brenneis, Director Community and Indigenous Engagement Canada**



## About Enbridge

Enbridge is a leading North American energy infrastructure company. We safely and reliably deliver the energy people want and need to fuel quality of life. Whether it is crude oil, natural gas or renewable power, Enbridge delivers the energy required to heat homes, feed families, fuel vehicles, power industry and benefit society in thousands of ways. The Company is headquartered on Treaty 7 lands and a portion of the Métis Homeland in Calgary, Canada, with major offices across Turtle Island<sup>5</sup> in Houston, Edmonton, Toronto, Duluth and Chatham. For more information, visit [www.enbridge.com](http://www.enbridge.com).

## Our values

At Enbridge, our core values – Safety, Integrity, Respect and Inclusion – reflect what is truly important to us as a company. These values represent the ‘north star’ for our organization, a constant beacon by which we make our decisions, as a company and as individual employees, every day. We recently added **Inclusion** as a core value. In 2020, we invested time and energy to deeply listen to our employees speak about their experiences, including the lived experiences and barriers faced by Indigenous peoples, and committed to upholding these values as we collectively walk a path to reconciliation.

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<sup>5</sup>Turtle Island is the term used by many Indigenous peoples for North America and is rooted in shared creation stories.

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