

Indigenous engagement and inclusion



Enbridge maintains extensive relationships with Indigenous groups¹ spanning our operations across North America. 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. Because Indigenous peoples in both countries have distinct rights, we recognize them separately from other stakeholders.

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 groups¹) across North America.

There is a shifting of awareness to Indigenous history, culture, rights, engagement and inclusion occurring across North America. At Enbridge, we believe we can, and should, be a leader in our industry in Indigenous engagement, inclusion and awareness.

Our approach

Our [Indigenous Peoples Policy](#) outlines the key principles that guide our approach to engaging with Indigenous communities with interests in lands on which our assets are located.

We engage early on proposed projects with Indigenous communities and work toward understanding and establishing a consensus in line with required and recommended legal and

regulatory frameworks. We regularly review our policy and engagement approach, guidelines and management system to ensure they are aligned with best practices and with the expectations of Indigenous nations and organizations.

The policy lays out our principles for Indigenous relations:

- Recognize the legal and constitutional rights of Indigenous peoples and the importance of the relationship between Indigenous peoples and their traditional lands and resources.
- Recognize the importance of the [United Nations Declaration on the Rights of Indigenous Peoples](#).
- 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.
- 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.
- Promote equity and inclusion.
- Foster awareness through education.

¹ We sometimes use 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 Turtle Island. This collective term is used solely for the purpose of the readability of this management approach and other documents.

Indigenous Reconciliation Action Plan

Our [Indigenous Reconciliation Action Plan](#), published in 2022, articulates our company-wide commitments to Indigenous peoples through 2025. Developed in consultation with Indigenous communities and partners and strongly endorsed by Enbridge’s Board and Executive Leadership Team, the plan contains clear targets and deadlines for achieving our goals. It contains 22 commitments grouped into six pillars: People, Employment and Education; Community Engagement and Relationships; Economic Inclusion and Partnerships; Environmental Stewardship and Safety; Sustainability, Reporting and Energy Transition; and Governance and Leadership.

In addition to our commitment to advancing the specific goals and initiatives laid out in the Indigenous Reconciliation Action Plan, we continue to follow carefully developed guidelines and frameworks in areas such as engagement with Indigenous communities (see below).

Indigenous Lifecycle Engagement Framework



We engage with Indigenous groups, governments, landowners and communities living near our projects and operations in Canada and the U.S. Because Indigenous peoples in each country have distinct rights, we recognize them as separate from other stakeholders. Our Indigenous Lifecycle Engagement Framework (“Framework”), published in 2019, sets out the guidelines for our engagement with Indigenous nations, governments and groups over the life of our assets. An Executive Steering Committee oversees the Framework’s implementation, which outlines three types of engagement:

- [Direct engagement](#) is focused on Indigenous nations, governments, groups and Tribes whose communities are proximate to our infrastructure.
- [Regional engagement](#) includes Indigenous nations, governments and groups located in geographic proximity

to one another. Regional initiatives focus on establishing opportunities for regional dialogue and collaboration around critical issues.

- [Landscape-level engagement](#) captures engagement with Indigenous peoples outside our projects and operations on topics relevant to Indigenous communities and our business.

Methods of engagement

- In-person meetings
- Enbridge subject matter experts at open houses
- Community meetings
- Emergency response deployment exercises
- Tours of Enbridge facilities
- Indigenous inclusion in our supply chain
- Regional roundtables
- Collaboration on initiatives of mutual interest
- Indigenous Chambers of Commerce and Business Associations
- Participation in public policy and other forums

Areas of engagement

- Training, employment, operational contracting opportunities and potential business partnerships
- Safety and emergency response preparedness
- Environmental stewardship
- Traditional land use
- Cultural protection
- Archaeological work
- Construction monitoring
- Community investments
- Indigenous rights and interest in renewable energy infrastructure

Employment and training

Enbridge has partnered with Indigenous Nations, Tribes, governments and groups to help provide their members with the opportunity to participate in our pipeline construction projects and acquire skills for the future. We have worked with these Nations, Tribes, governments and groups to create educational training programs, employment opportunity initiatives and capacity-building efforts, ensuring that Indigenous Nations, Tribes, governments and groups receive sustainable benefits from these projects.

Enbridge has sponsored several initiatives that provide training in career development, safety, employment readiness and construction-specific trades to Indigenous Nations, Tribes, governments and groups located near our projects and operations.

Economic engagement

Economic engagement is a priority at Enbridge, and our goal is to support the priorities and aspirations of Indigenous groups within the broader economy. We are committed to doing business with Indigenous contractors and suppliers and with Indigenous groups across Canada and the United States. Enbridge recognizes the significant contribution these businesses make each year to the economy. We have a long history of partnering with businesses owned and operated by Indigenous peoples.

We work with Indigenous groups and businesses to increase their access to the economic opportunities connected to our projects and operations. Economic engagement ranges from providing training and employment opportunities on our projects that build transferrable skills to procuring goods and services from Indigenous businesses through a proactive supply chain process.

Indigenous partnerships

Enbridge is proud to partner with and support Indigenous groups near our projects and operational rights-of-way. We use investment, partnerships and human capital in working with Indigenous communities to make a positive, lasting impact to Indigenous peoples and to our business.

Education is a vital component of our partnership with Indigenous peoples, providing scholarships, skills-development training, and leadership and management training. We also support Indigenous initiatives and help facilitate opportunities for Indigenous businesses.

Our goals

- Increase representation of Indigenous peoples within our workforce to 3.5% by 2025.
- 100% of all employees to complete Indigenous awareness training by the end of 2022.

More information

[Indigenous Reconciliation Action Plan](#)

See our [2022 Sustainability Report](#) for performance data and highlights.