

Line 3 and Prairie Region News

For Indigenous Nations, governments and groups



Line 3 and Prairie Region News is one way that Enbridge seeks to keep Indigenous Nations, governments and groups up to date on our projects and operations on the Canadian Prairies, with a focus on the Line 3 Replacement Project. We are committed to keeping you informed throughout the lifecycle of our projects and operations and hope you find this publication to be timely and relevant. As always, our Community and Indigenous Engagement team would be pleased to answer your questions. To get in touch, please see the contact information at the end of this newsletter.

Canadian project completed with strong Indigenous support

The Canadian portion of the Line 3 Replacement Project (L3RP) wrapped up recently at a work site in west-central Saskatchewan.

“We would not have completed Line 3 construction and decommissioning so successfully without the help of our Indigenous service providers,” said Kim Brenneis, Director Community and Indigenous Engagement, Enbridge. “Going forward, Enbridge will work hard to keep Indigenous engagement and inclusion as a top priority as we seek to achieve the 22 commitments made in our first Indigenous Reconciliation Action Plan, released in September.”

For decommissioning, thousands of construction hours focusing on segmentation, isolation and railway fill across three Prairie provinces came to an end near the village of Dodsland on Oct. 20, 2022. The project fully embraced Enbridge’s Indigenous Lifecycle Engagement Framework, an approach created in 2019 that recognizes the need for continual engagement—not



Sept. 30, 2022—National Day for Truth and Reconciliation—started with a special ceremony for workers, pictured here, at the Maxx North American Services Ltd. yard in Rosetown, Sask. Prior to the beginning of the workday for Line 3 Segment 2 decommissioning, employees of the project’s general contractor Maxx, including workers from Carry the Kettle Nakoda Nation, and Enbridge heard speeches to honour the day. They also observed an offering of tobacco from Maxx Project Manager Kelly Mitchell to former Carry The Kettle Nakoda Nation Chief Kurt Adams, who was part of the work crew and who spoke about the meaning of the important day.

only when the company is actively working in an area or during a project, but constantly and consistently with Indigenous Nations, governments, groups and tribes in proximity to company assets.

Legacy Line 3 decommissioning occurred over 97 work sites and in four segments—the first entirely in Manitoba in 2021 and then three more in Saskatchewan and across eastern Alberta in 2022. All four segments

continued >>

Enbridge acknowledges the Prairie Region liquids system stretches across Treaties 1, 2, 4, 6, and 7 as well as the Métis Homeland. Enbridge respects the histories, languages and cultures of all First Peoples, whether they be of First Nation, Métis or Inuit descent, and appreciates that their presence continues to enrich Canada’s vibrant communities. We acknowledge all those who share a connection with this land.

were supported by strong Indigenous participation, as only Indigenous-owned companies were invited to bid as general contractors.

The project ended on time and on budget. More than 220,000 contractor work hours were completed with an impressive safety record of zero recordable incidents and just two minor first-aids.

Extensive engagement with more than 130 Indigenous Nations, governments and groups along the pipeline right-of-way was a critical component of the L3RP. This occurred in part through in-person information sessions and regular one-on-one meetings that were forced to move to an online format during the COVID-19 pandemic—supplemented by a series of webcasts. Meetings returned to allow face-to-face dialogue partially in mid-2021 and then fully in mid-2022. In the second half of 2022, Enbridge held its first series of in-person roundtables since the pandemic hit, hosting one-day sessions in Alberta, Saskatchewan and Manitoba.

Enbridge was able to utilize local Indigenous businesses and workers throughout Line 3 construction and decommissioning. Procurement in Canada, alone, reached more than \$520 million in services and labour provided by Indigenous businesses and labour. The Indigenous

workforce reached 30% throughout construction of Line 93, which is the operational name given to the Line 3 replacement pipeline, and this remained consistent for decommissioning segments one, two and three. For decommissioning segment four in Manitoba, Enbridge's contractor Steel River/N4 achieved 80% Indigenous workforce. Enbridge included only Indigenous-affiliated businesses in the request for proposal (RFP) process for the decommissioning stage, resulting in three Indigenous-affiliated business executing field work on behalf of Enbridge in Alberta, Saskatchewan and Manitoba.

Looking broadly at the L3RP in both Canada and the U.S., a total of 98 Indigenous communities or groups were ultimately signatories to co-operative agreements covering things like Traditional Land Use, procurement, training and employment opportunities, environmental stewardship and construction monitoring.

Enbridge's work with Indigenous Nations, governments and groups continues throughout the life of the Line 3 replacement/Line 93, through its commitment to ongoing engagement on all projects and operations—and through a lifecycle approach integral to building sustainable relationships beyond the project execution phase.

Edmonton terminal hosts Louis Bull Tribe members

On Aug. 14, 2022, 14 young adults from Louis Bull Tribe toured Enbridge's Edmonton Terminal to learn about pipeline equipment and operations. The tour was hosted by Terminal Manager Ryan Lowe, Supervisor Stephen Paquette, Terminal Maintainer Cheyenne Eagle and Mechanical Technician Mark O'Leary and included visits to the lab and control room. The Louis Bull Tribe is one of the Four Nations of Maskwacis, located about 90 kilometres south of Edmonton.

"This was a great opportunity to share what we do and build relationships and I'd like to thank the team at the Terminal and our engagement folks for making this happen,"

said Ryan Champney, Director, Prairie Region Operations.

The tour included an open discussion led by Peter Hansen, Strategist, Community and Indigenous Engagement, about career development and opportunities in the pipeline industry. "It was a pleasure to be able to meet young people interested in opportunities in industry and have an open and frank discussion about the nature of the work, along with the challenges that would go with that," said Hansen. "I think we were able to provide guidance and direction to help these young adults in their journey toward meaningful, fulfilling work."



Peter Hansen talks about career development opportunities in the pipeline industry.

Added Kim Brenneis, Director, Community and Indigenous Engagement, Enbridge: "These young people will bring that experience and goodwill back to their families and community.

"Hopefully, a few of them think about a career with Enbridge."



Ryan Lowe and Mark O'Leary (far left) pose with Louis Bull Tribe student group.

Enbridge takes important step in building strong relationships with Indigenous peoples across North America

Enbridge has released its inaugural **Indigenous Reconciliation Action Plan (IRAP)**, one of the first such documents to take a North America-wide approach.

The Enbridge IRAP is intended to reinforce the company's goal of being a leader in Indigenous engagement, economic participation and reconciliation. The plan, unveiled on Sept. 20, 2022, articulates and tracks the company's progress against 22 commitments to continue [building strong relationships with Indigenous peoples](#) across North America and advance reconciliation.

"We believe our business can play a critical role in advancing reconciliation, and that means acknowledging the truth and learning from the complicated and challenging history of Indigenous peoples," said Enbridge President and CEO Al Monaco. "We need to understand the past in order to move forward."

Enbridge has been building relationships with Indigenous peoples for many years and engaging with Indigenous Nations, tribes, governments and groups over the lifecycle of our assets, working to incorporate input into project plans and operations and to maximize economic benefits. The IRAP is a key next step, allowing Enbridge to measure and report on progress against those commitments, the company said.

The IRAP builds on Enbridge's performance-based environmental, social and governance (ESG) goals introduced in November 2020 and its Indigenous Update Report released earlier this year. The IRAP was developed recognizing the Truth and Reconciliation Commission's Call to Action #92 and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).



Fifty members of Indigenous groups across Canada and the U.S. provided input that helped shape the commitments and priorities detailed in the plan.

The company's commitments are organized into six categories, or "pillars," that include: People, employment and education; community engagement and relationships; economic inclusion and partnerships; environmental stewardship and safety; sustainability, reporting and energy transition; governance and leadership.

Examples of Enbridge's IRAP commitments include: Increasing Indigenous representation in the company's workforce; providing more opportunities for Indigenous economic participation such as procurement

and financial partnerships; increasing Indigenous inclusion in environmental reviews; and establishing an Indigenous Advisory Group reporting to senior management.

"We are a values-driven organization, and therefore we recognize the deep and meaningful connections that Indigenous Nations have to water, land and the environment. We've learned not to walk into Indigenous communities with all the answers, but rather to listen carefully to concerns and ask questions that further our understanding," Monaco said. "We instill trust by listening carefully and working together—and delivering on the promises we make."

Enbridge is hiring

Enbridge is seeking Indigenous professionals in various positions. If you'd like to be connected with our Indigenous Recruitment Advisor who can reach out to you with future opportunities across Canada that fit your skill set, please apply today!

Enbridge is committed to growing the representation of Indigenous peoples in its workplace. We seek to build long-term, tangible economic benefits and career opportunities for members of Indigenous communities and tribal groups. This commitment aligns with the principles in our Indigenous Peoples Policy and with our Indigenous Reconciliation Action Plan and ensures the representation of our workforce better matches the makeup of the communities where we work.

What you will do:

Our culture is a welcoming, respectful team environment where everyone is committed to helping each other feel energized, valued and appreciated. This is the spirit that moves our company forward, improving and building our inclusive environment. Our business approach is guided by our values of Safety, Integrity, Respect and Inclusion. These values help us establish trust with our people, customers and the hundreds of communities we serve across North America. We believe strongly in supporting the communities where we live and operate – by giving back and contributing to their strength and vitality.

Enbridge believes in sharing the success of our company with the people who make it happen – our employees. Our competitive and flexible Total Compensation package – which includes compensation, benefits, career development and paid time off – allows each employee to choose the plan that best suits their needs.

We also have an Indigenous Employee Resource Group that strives to build a safe place for Indigenous and non-Indigenous employees to share, learn and grow together. This group provides employees with support in their personal and professional journeys through community engagement, celebrating culture awareness and engaging in Indigenous activities.

We are looking for people of all abilities, experience and skill levels who share our passion to be the best in everything we do, from safe and reliable operations, to sophisticated solutions for our customers and our communities. Our team requires people who possess strong leadership qualities, high initiative, outstanding technical and analytical abilities, and strong planning, organization, communication and interpersonal skills.

Preference may be given to a candidate who identifies as Indigenous (First Nations, Métis, Inuit).

We frequently seek qualified candidates in the following functional areas:

- Engineering: Civil, mechanical and electrical engineers
- Information Systems: Systems and business analysts and developers
- Pipeline Operations: Electrical and mechanical technicians, plant and system operators, Environment and Safety advisors, pipeline maintenance personnel
- Accounting: Accounting and financial analysts, internal auditors and tax accountants
- Business: Human Resources, Information Technology, Contracting and Procurement, Administrative Professionals

Diversity and inclusion are important to us

Enbridge is an Equal Opportunity and Affirmative Action Employer. We are committed to providing employment opportunities to all qualified individuals, without regard to age, race, colour, national or ethnic origin, religion, sex, sexual orientation, gender identity or expression, marital status, family status, veteran status, Indigenous/Native American status, or disability. Applicants with disabilities can request accessible formats, communication supports, or other accessibility assistance by contacting careers@enbridge.com.

Information for applicants:

- Applications can be submitted via our online recruiting system only.
- We appreciate your interest in working with us; however, only those applicants selected for interviews will be contacted.
- Final candidates may be required to undergo a security screening, including a criminal records check.

To learn more or to apply please visit enbridge.com/careers.

Please check out our new Indigenous landing page at enbridge.com/indigenous. The page contains Indigenous-focused content and linked content, including updated information on our reconciliation efforts plus stories and links to information we're often asked about, like job postings, emergency management information, grant applications etc.

We want to hear from you

For more information on Enbridge's Prairie Region projects or operations, you can reach us as follows:

Website: enbridge.com/indigenous

E-mail: projects@enbridge.com

Toll-free: 1-888-967-3899

Or you may contact your local Enbridge representative:

Sam Munckhof-Swain – Manager
sam.munckhof-swain@enbridge.com

Shane Nightingale – Strategist
shane.nightingale@enbridge.com

Regional representatives

Peter Hansen – Alberta
peter.hansen@enbridge.com

Shane Quwezance – Saskatchewan
shane.quwezance@enbridge.com

Steve Loney – Saskatchewan/Manitoba
steve.loney@enbridge.com

Keira Cappel – Saskatchewan
keira.cappel@enbridge.com (on leave)