

Indigenous engagement and inclusion



Why it's important

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 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

Our approach

Our [Indigenous Peoples Policy](#) outlines the key principles that guide our approach to engaging with Indigenous groups with interests in lands on which our assets are located. We engage early on proposed projects with Indigenous groups 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](#) (IRAP), 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 of Directors 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 IRAP, 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. 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 groups to help provide their members with the opportunity to participate in our pipeline construction projects and acquire skills for the future. We have partnered to create educational training programs, employment opportunity initiatives and capacity-building efforts, ensuring that Indigenous groups receive sustainable benefits from these projects. Enbridge has sponsored several initiatives that provide training in career development, safety, employment readiness and construction-specific trade to Indigenous groups located near our projects and operations.

Economic inclusion

Economic engagement and inclusion are a priority at Enbridge, and our goal is to support the priorities and aspirations of Indigenous groups within the broader economy by creating opportunities to mutually benefit from our projects and activities. Enbridge develops business relationships with Indigenous Nations that are separate from our regular engagement, which allows us to deepen relationships with Indigenous groups on a commercial basis and ensure economic inclusion occurs wherever possible. We do so by employing a dedicated Indigenous Supply Chain Management (SCM) team and SCM process that is focused on maximizing inclusion of Indigenous businesses in our procurement processes and proactively maximizing Indigenous labor and employment through a dedicated Indigenous Employment Program and team. We have a long history of partnering with businesses owned and operated by Indigenous peoples and groups across Canada and the United States. Enbridge's Indigenous spend has exceeded \$2 billion to date and as part of our IRAP commitments we have set a target to reach \$3 billion by 2030.

Economic financial partnerships

While we work with Indigenous groups and businesses to increase their access to the important traditional economic opportunities connected to the procurement and employment opportunities associated with our projects and operations, at Enbridge we believe that we can do more. As we committed to our 2022 IRAP, we built the processes and teams to foster deeper economic inclusion by creating financial partnerships with Indigenous Nations. Enbridge is proud to have partnered with a large number of Indigenous groups in the past two years to enable Indigenous ownership in some of our assets. This includes a partnership with 23 Indigenous groups that now own 11.57% of our existing pipeline assets in Northern Alberta, and the sale of the Plaza Pipeline, a 31-mile pipeline in North Dakota to the Mandan, Hidatsa and Arikara (MHA) Nation, who is the first Tribal Shipper on our system. We remain committed to exploring more financial partnership opportunities.

More information

[Indigenous Reconciliation Action Plan](#)

See our [2023 Sustainability Report](#) for performance data and highlights.

See our [2023 ESG Datasheet](#) for Indigenous inclusion, supply chain, corporate citizenship and workforce data.