

# ABORIGINAL RELATIONS



## POLICY

By striving for positive and mutually-beneficial relationships with Aboriginal leadership and communities, Pembina employees, consultants and contractors will help build continued success for Pembina's existing and expanding systems and other businesses.

## GUIDING PRINCIPLES:

Pembina desires to enter into lasting and mutually-beneficial relationships with all Aboriginal peoples affected by its operations, and in so doing:

- Recognizes and respects that Aboriginal peoples have Aboriginal rights and treaty rights and acknowledges that Aboriginal nations may have shared and overlapping interests in land
- Recognizes there are many distinct Aboriginal Nations with unique languages, cultures, priorities and protocols
- Commits to honest and ongoing communications with Aboriginal communities
- Will enhance knowledge of respect and consideration for Aboriginal peoples among its employees, consultants and contractors
- Will conduct timely and meaningful engagement and consultation with Aboriginal communities
- Will work with Aboriginal communities and the Crown to enhance the communities' resources to participate in consultation
- Commits to considering Aboriginal principles related to resource management and sustainability
- Will collaborate with Aboriginal communities to address concerns and grievances and live up to commitments it makes
- Will encourage increased Aboriginal capacity through training, employment and business opportunities related to its operational activities
- Will support Aboriginal aspirations to create economic development opportunities.

A handwritten signature in black ink, appearing to read "R.B. Michaleski".

R.B. MICHALESKI | President & CEO