

Maintaining a high standard of worker conduct ensures the protection of employees, the community and the environment as well as Trans Mountain's property and reputation.

The Worker Code of Conduct (WCC) outlines standards for worker behavior both at work and in the community. Trans Mountain has established a WCC for the entire Project. Each general Contractor working on the Project will develop a Contractor-specific Code of Conduct that will align with the Project-wide Code.

The Code of Conduct includes, but is not limited to, the following topics:

- General conduct, health and safety
- Working in parks and sensitive environments
- Dishonesty and illegal activity
- Workplace harassment and violence
- Community and after-hours behaviour

Workers will be required to sign the Code of Conduct prior to beginning employment. Any violation could lead to discipline including termination of employment on the Project.



A Socio-Economic Effects Monitoring Plan (SEEMP) has been developed to address Trans Mountain's commitments to stakeholders as well as meet the requirements of NEB Condition 13. The SEEMP will form part of a broader strategy to monitor and report on Project-related socio-economic effects, and will be submitted to the National Energy Board prior to the start of construction.

Trans Mountain identified a number of sources of data (indicators) in the SEEMP to help track socio-economic effects of the Project. These indicators will help monitor construction effects and will provide Trans Mountain with an opportunity to adjust mitigation for any adverse community impacts.

Indicators have been identified for construction-related activities such as:

- Traffic
- Worker accommodation
- Worker health
- Sensory disturbance
- Impacts on community services such as health, medical and emergency
- Changes in population, unemployment, rental and vacancy rates

Potentially affected Aboriginal groups, communities, local and regional authorities as well as service providers provided feedback on the indicators and monitoring approach as part of construction planning.

