

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 aligning with the Project-wide Code.

The Code of Conduct includes, however, 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.



DAILY WORKER SPEND

Based on a 2013 analysis, each non-local worker spends an average of \$244* per day on goods and services while staying in a community.

Accommodation	\$ 100.00
Meals	\$ 50.00
Snacks & Beverages	\$ 20.74
Recreation	\$ 16.55
Misc. Entertainment	\$ 7.58
Health	\$ 15.17
Dental	\$ 5.34
Fuel	\$ 10.79
Car Parts & Services	\$ 6.78
Clothing	\$ 8.63
Footwear	\$ 2.19



* Calculations are based on the *Statistics Canada Personal Expenditure Compositions* spending model and have been adapted for the Trans Mountain Expansion Project. Calculations are subject to change.

LOCAL ACCOMMODATION FOR WORKERS

Trans Mountain and its contractors will take active steps to minimize impacts on local housing markets, while balancing the potential positive economic effects related to workers using local rental and hotel accommodations.

In addition to the camp-based workforce in some smaller communities, construction managers, environmental inspectors, administrative staff and some construction workers will rely on available local accommodation. Local accommodation may include a combination of hotel rooms, existing community housing and RV sites.

The type of accommodation required will depend on the anticipated duration of stay. Trans Mountain does not anticipate booking blocks of hotel rooms in host communities

Worker Accommodation Strategy

Trans Mountain is developing a Worker Accommodation Strategy in collaboration with contractors and local governments. The strategy addresses a number of topics relating to planning, permitting and consultation including:

- A final summary of all proposed accommodations
- The number of workers to be housed
- A description of how the strategy addresses any concerns or requests raised in consultation with municipal or provincial authorities



Workers in Kamloops

Local accommodations such as hotels, RV parks and rental properties will be used to house workers in Kamloops.

There will be an estimated 550 workers plus 60 KMC Construction Management staff housed in the community at the workforce peak in the fall of 2018.

