



2023

Indigenous Reconciliation What We Heard Report



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Land Acknowledgement

In the spirit of respect and reconciliation, Trans Mountain honours the land upon which we operate as the Treaty areas and traditional territories of many First Nations and Métis people. We acknowledge the past, present and future generations of the Indigenous Peoples who continue to steward the land and the benefits these lands provide all of us.



Preface

October 17, 2023, marked an extraordinary milestone for Trans Mountain: 70 years of safe and reliable operation of Line 1 of our pipeline system. Since operations began in 1953, the story of Trans Mountain has evolved from engineering feats to becoming a world-class operator. The recent Trans Mountain Expansion Project (Expansion Project) exemplified the company's commitment to building sustainable infrastructure that placed community interests at the forefront, with a long-term vision to be a key player in the energy sector for years to come.

Trans Mountain respects the Aboriginal and Treaty Rights recognized in the Canadian Constitution, and the unique culture, diversity, languages and traditions of Indigenous Peoples in Canada; the First Nations, Inuit and Métis Peoples. Trans Mountain's commitment to working closely with

Indigenous Peoples is founded upon our deep respect for Indigenous Rights. As a federally owned corporation and supporter of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), we have committed to developing a Reconciliation Action Plan to guide our future.

We began our work in 2023 by engaging Indigenous communities to gather their feedback through Focus Group sessions. Feedback from our workers and from Indigenous communities is fundamental to the development of a Reconciliation Action Plan framework, including pillars and commitments, that will provide a structured approach to advance our reconciliation effort. We approached each session with openness and respect, and we extend our sincere gratitude to everyone who participated in the dialogue to date.

This *What We Heard Report* summarizes the experiences, perspectives and perceptions expressed at the Focus Group sessions. We value this feedback and are planning additional Focus Group sessions into 2024, so that we can gather feedback from communities that were not able to meet with us in 2023. What we have heard will guide our future direction and inform specific actions as we continue the development of our Reconciliation Action Plan.

While there is always room to grow, we are proud of the work Trans Mountain has initiated along its pathway to reconciliation, and we are committed to collaboration, transparency, integrity and accountability with this report and with our subsequent Reconciliation Action Plan to be released in 2024.



Introduction

Trans Mountain is committed to working with Indigenous communities in a spirit of cooperation and shared responsibility; building and sustaining meaningful relationships based on mutual respect and trust to achieve respective business and community objectives. We have taken an inclusive approach and engaged with over 140 Indigenous groups in British Columbia and Alberta regarding both our operations and Expansion Project work.

Starting in 2012, the Expansion Project presented a unique opportunity to enhance existing Indigenous relationships, while opening the door to new relationships along the marine transportation corridor. Through the Expansion Project, Trans Mountain has created significant opportunities for shared prosperity and Indigenous inclusion, including contracting and employment opportunities.

In 2022, Trans Mountain set a significant goal: to develop and publish a Reconciliation Action Plan that will serve as a comprehensive framework to assess our Indigenous Relations and reconciliation efforts, formalize future

commitments, and provide transparent reporting on our progress. We believe that for a Reconciliation Action Plan to be successful, it must recognize the diverse perspectives and unique needs of Indigenous communities located along Trans Mountain's land and marine corridor. We also know our employees play a pivotal role in translating our commitments into actions. Their insights and experiences are invaluable, and we are committed to integrating those perspectives into the Reconciliation Action Plan.

This *What We Heard Report* marks a pivotal point in our journey. It captures initial insights and learnings gathered as part of a dedicated engagement process with Indigenous communities and our workers. We have conducted 14 engagement sessions with more than 60 participants to date, and more sessions are planned for 2024. The information gathered will inform our framework and initial reconciliation commitments to be presented to Trans Mountain Leadership and its Board of Directors. We recognize the Reconciliation Action Plan will continue to evolve.



Worker on a storage tank walkway



The Engagement Process

Salmon Ceremony at Simpcw First Nation



During the summer of 2023, Trans Mountain hosted engagement sessions with Indigenous communities along the pipeline corridor, as well as with Trans Mountain employees and contractors. The sessions were held virtually and in person and were led by experienced facilitators and engagement consultants from Creative Fire, an Indigenous-owned consulting firm. Creative Fire was chosen in light of its demonstrated experience in developing Reconciliation Action Plans for some of Canada's largest companies.

The goal of each community Focus Group session was to create a safe and honest space for conversation and to respect all perspectives and emotions. Discussions were loosely structured, and each participant was encouraged to take time and reflect on the questions. Participants were welcome to leave the conversation at any time if the topic being discussed became overwhelming, and support and resources were offered as needed.

Conversations were held around core sets of questions, such as:

- Trans Mountain's role in supporting the unique needs and priorities of participants' communities,
- the challenges communities have encountered due to oil and gas industry operations within their territories, and
- the barriers community members encountered when considering careers in the industry.

The facilitators also explored the positive changes participants have observed to date in working with Trans Mountain, and ones they expect to see going forward for their communities through Trans Mountain's Reconciliation Action Plan.

When speaking with Trans Mountain workers, facilitators sought input on:

- essential commitments that should be included in the Reconciliation Action Plan,
- obstacles and challenges that might be encountered in developing or implementing a Reconciliation Action Plan, and
- opportunities for Trans Mountain leadership and employees to establish stronger connections with Indigenous communities.

What We Heard

The insights gained from these engagement sessions and summarized in this report will be integral in shaping Trans Mountain's Reconciliation Action Plan, reflecting our sincere commitment to incorporating the perspectives of Focus Group participants.

While not every viewpoint expressed can translate into a formal commitment, we deeply value and consider each contribution. Our aim is to develop a Reconciliation Action Plan that reflects the shared vision of meaningful reconciliation and sustainable project development. We believe that by taking these diverse perspectives into account, we can create a more inclusive and effective plan that truly embodies the spirit of collaboration and partnership.

Based on the feedback received from the engagement sessions to date, five themes emerged regarding elements of reconciliation that could be addressed in Trans Mountain's Plan (organized alphabetically):

- **Economic Opportunities**
- **Education and Cultural Competency**
- **Environmental Stewardship**
- **Meaningful Engagement**
- **Workforce Capacity Building**



What We Heard

Economic Opportunities

“Economic reconciliation is a form of healing for our community.”

– Focus Group participant

Participants expressed a strong desire for Trans Mountain to actively involve communities in decision-making processes to support Indigenous economic development. This perspective reinforced the company’s role as a long-term partner; fostering opportunities to enhance well-being within Indigenous communities and exemplifying a genuine commitment to contribute to a community’s future prosperity.

Many community members emphasized the need to continue to meet commitments made by Trans Mountain through commercial agreements that developed as a result of the Expansion Project.

Participants expressed their appreciation for Trans Mountain’s well-integrated Indigenous supply chain team and indicated interest in extending Indigenous procurement opportunities into more technical areas such as archaeology and environmental services.



Guests at Sqémél Lalem Camp Community



What We Heard

Education and Cultural Competency

“We need a lot of people to understand a little bit more about Indigenous cultures.”

– Focus Group participant

All participants stressed the importance of mutual understanding between Indigenous and non-Indigenous individuals and the need for employees and leaders at Trans Mountain to understand and respect Indigenous cultural practices, protocols and priorities.

Expanding cultural awareness training and integrating education into various aspects of company activities was highlighted as an opportunity to bridge understanding. Additional suggestions included Lunch and Learn sessions focused on Indigenous topics to enhance workforce awareness, engagement with Indigenous schools, knowledge sharing from Elders, and participation in community events or

culture camps. Community members emphasized the importance of using a regional lens to consider the cultural differences between the numerous Nations and communities that engage with Trans Mountain.

Land acknowledgements were discussed in several sessions and viewed as a small but integral part of showing respect to Indigenous Peoples.

Employees emphasized education to build their confidence in cross-cultural contexts would improve communication with Indigenous partners, support collaborative decision making, and help avoid misunderstandings and conflicts.



Singers at camp community opening ceremony

What We Heard

Environmental Stewardship

“The only relationship is with the land.”

– Focus Group participant

In the context of environmental stewardship, insights from participants highlighted a shared commitment to marine stewardship and habitat protection. These views extended beyond the Expansion Project to focus on long-term legacy and commitments.

This theme was particularly strong among community members, and participants expressed a need for ocean protection programs to continue past Expansion Project completion. Participants saw an opportunity for Trans Mountain to take a leadership role in shaping how the marine industry can respect the environmental stewardship responsibilities taken on by Indigenous Nations.

Indigenous participants expressed a strong desire to actively engage in reclamation efforts, ensuring

the responsible care of the land and the effective mitigation of potential impacts. They emphasized the significance of close collaboration between Indigenous monitors, environmental monitors and Trans Mountain in safeguarding the environment and cultural sites.

The discussions emphasized the need for a holistic approach to development that considers the preservation of cultural ties and the restoration of traditional food sources. Participants emphasized that Indigenous Peoples’ involvement in verifying the health of the ocean and safety of harvested food is of paramount importance. This engagement was seen as not only contributing to environmental protection but also as a crucial element of accommodating Indigenous Rights and Title.



Indigenous monitoring of environmentally sensitive areas

What We Heard

Meaningful Engagement

"We want to be more than just consulted."

– Focus Group participant

There was consensus among participants that meaningful engagement requires a gradual, consistent and persistent approach. It was suggested that Trans Mountain employees, including senior leaders in the organization, should immerse themselves in community life; gaining firsthand experience to break down barriers and deepen their commitment to reconciliation. Active participation in community events was seen as an authentic way to foster genuine relationships and build trust.

The importance of mutual understanding and support was a recurring theme. Participants emphasized that Trans Mountain should invest time in getting to know Indigenous communities better, fostering a neighbourly relationship. Conversely, community members expressed a genuine interest in learning about Trans Mountain's

corporate culture and its commitment to Truth and Reconciliation efforts.

A fundamental principle discussed was the need to avoid treating Indigenous communities as a homogenous group. Community members stressed the significance of recognizing their diversity and unique identities. Meeting with Elders was identified as a valuable way to gain insights into community life, traditions and perspectives.

Participants recognized the value of informal engagement, which includes straightforward communication during critical events. Some communities expressed a keen interest in actively participating in the development of Trans Mountain's emergency response plans, emphasizing the importance of community involvement in safety and preparedness.



Commemorative ceremony held in Beecher Bay, BC

What We Heard

Workforce Capacity Building

“It’s about building a career ladder with the rungs really close together.”

– Focus Group participant

During the engagement sessions, several insights were shared under the theme of capacity building and workforce development. Participants emphasized the importance of continuing to promote inclusion and equal opportunities for Indigenous workers as essential in supporting communities.

One key aspect highlighted during the sessions was the need to raise awareness of job opportunities and support community members in accessing these opportunities. This was deemed particularly important for entry-level positions. Participants also expressed the need for a comprehensive list of job options and the required qualifications to help individuals build strong career paths and see opportunities for growth and advancement.

Raising awareness of cultural differences and implementing policies that accommodate different family structures and community needs were highlighted as opportunities to help retain Indigenous employees.

Participants also cited the importance of engaging with students starting at the high school level to introduce youth to career opportunities in the industry. Indigenous representation at the leadership level was raised in the sessions, and participants discussed options on how to help employees make the leap from a member of the labour force to supervisor/management roles.



Field Tour



Next Steps

The insights shared during the engagement sessions and captured in this *What We Heard Report* are a crucial step in Trans Mountain's path to creating a meaningful Reconciliation Action Plan. Our dialogue with Indigenous communities will continue, with additional sessions planned for early 2024.

As we move forward, we will take the feedback we received through the Focus Group sessions to help inspire and inform Trans Mountain's reconciliation pillars and commitments to advance our reconciliation efforts.

These commitments will be reviewed and finalized, ensuring they align with organizational resources and community priorities, while remaining realistic in terms of achievability. We will outline the formalized commitments in a Reconciliation Action Plan, which will include timelines and responsibilities for each commitment.

Enriched with original designs from an Indigenous artist, our inaugural Reconciliation Action Plan is scheduled to be published in 2024, with on-going updates to follow. Our commitment to reconciliation remains strong, and these efforts are a key part of our ongoing journey to foster strong, respectful relationships with Indigenous communities and to work together toward our shared objectives.



Preparing a worksite

Special Acknowledgements

Trans Mountain would like to thank Focus Group participants for sharing their perspectives and experiences to support our path towards reconciliation.

We also wish to acknowledge the integral role of Creative Fire in facilitating the sessions.

Thank you

huy tseep q'u (in Hul'q'umi'num')

híswke (in SENĆOTEN)

hóy7sxwq'e (in Samish)

kwukwscemxw (in Nlaka'pamuxcin)

kinanâskomitin (in Cree)

maarsii (in Michif)

kukwstsétsemc (in Secwepemctsin)

