

# INDIGENOUS AND TRIBAL RELATIONS POLICY



## I. PURPOSE OF THE POLICY

Pembina Pipeline Corporation (the "**Corporation**") together with its subsidiaries (collectively, "**Pembina**") are committed to striving for positive and mutually beneficial relationships with Indigenous and Tribal communities. Pembina values these relationships and understands they play an important role in our continued success.

Pembina recognizes and respects:

- That Indigenous communities and Tribes have rights and interests in many of the areas Pembina operates in and acknowledges that Indigenous and Tribal communities share overlapping interests in the land;
- That there are many distinct Indigenous communities and Tribes with unique languages, cultures, traditions, rights, priorities and protocols;
- The inherent right of Indigenous and Tribal communities to self-governance and sovereignty;
- The important role that Indigenous and Tribal people and communities play in the evolution of our Environmental Social and governance (ESG) standards;
- The spirit and intent of the United Nations Declaration on the Rights of Indigenous Peoples, within the context of the Canadian Constitution, existing laws and jurisprudence on Indigenous and treaty rights, which declares that Indigenous peoples have the right to full enjoyment, as a collective or as individuals, of all human rights and fundamental freedoms as recognized in the Charter of the United Nations, the Universal Declaration on Human Rights, and international human rights law;
- The United Nations Declaration on the Rights of Indigenous Peoples as a framework for reconciliation; and
- That all Canadians, including private industry and government, must play a role in advancing the Truth and Reconciliation Commission of Canada's Calls to Action, and in particular, Call to Action Number 92, Business and Reconciliation.

## II. SCOPE AND APPLICATION

This Policy applies to all officers, employees, consultants, contractors, and directors of Pembina ("**Personnel**").

## Definitions

In this Policy:

**"Governance, Nominating and Corporate Social Responsibility Committee"** means the governance, nominating and corporation social responsibility committee of the board of directors of the Corporation;

**"Indigenous Business Registry"** means a repository of companies holding strategic alliances with Indigenous communities in Pembina's geographical asset areas;

**"Pembina"** means collectively, the Corporation and its subsidiaries; and

**"Policy"** means this Indigenous and Tribal Relations Policy.

## III. COMMUNITY ENGAGEMENT AND RELATIONSHIPS

Pembina works to build lasting and mutually beneficial relationships with Indigenous and Tribal peoples potentially affected by our current or future operations, and in so doing, will:

- Commit to honest and ongoing two-way communications with Indigenous and Tribal communities, including the provision of information that can be used to inform decisions made with Indigenous and Tribal knowledge;
- Build, maintain and formalize long-term relationships where appropriate with Indigenous and Tribal communities near our projects and operations;
- Maximize participation and minimize potential impacts of our projects and operations by conducting early, meaningful and ongoing engagement and consultation with Indigenous and Tribal communities;
- Collaborate with Indigenous and Tribal communities where appropriate to enhance such communities' resources to participate in engagement and consultation;
- Enhance understanding of traditional practices, Indigenous and Tribal histories and cultures among our employees and vendors; and
- Seek opportunities to incorporate Indigenous and Tribal knowledge and ways of knowing into our project design and operational planning by collaborating with Indigenous and Tribal communities to address interests and concerns.

## IV. ECONOMIC DEVELOPMENT AND COMMUNITY INVESTMENT

Pembina recognizes the unique role that industry can play in supporting Indigenous peoples, as affirmed in the Truth and Reconciliation Commission of Canada Call to Action Number 92(ii), which calls on the corporate sector to support equitable access to jobs, training, and education opportunities, and to work with Indigenous communities to gain long-term sustainable benefits from economic development projects.

We commit to:

- Supporting and participating in sustainable community development initiatives that have a meaningful and long-lasting impact in Indigenous and Tribal communities;
- Seeking to collaboratively identify and provide stable funding for near and long-term community investment initiatives that align with both community interests and Pembina's focus areas;
- Recognizing capital access and management as important mechanisms for Indigenous and Tribal people and communities to develop self-reliant revenue streams that support self-determination;
- Supporting and advocating for economic engagement, including direct employment, contracting opportunities, and training to and for employment, with Indigenous and Tribal communities; and
- Engaging with Indigenous and Tribal suppliers and following a transparent process, supported by policies, standards, and governance strategies.

## V. COMPLIANCE

Personnel must comply with this Policy at all times. Training on this Policy will be provided as part of Pembina's annual Corporate Compliance signoff process. Any breaches of this Policy may result in disciplinary action up to and including termination of employment for cause or termination of engagement.

Violations of this Policy should be reported in accordance with Pembina's Whistleblower Policy.

## VI. REVIEWED AND APPROVED

The Senior Vice President, External Affairs and Chief Legal and Sustainability Officer is the executive responsible for the implementation of this Policy and will conduct an annual review. In addition, this Policy will be reviewed by the Governance, Nominating and Corporate Social Responsibility Committee every three years, or if there are any material amendments made to the Policy.

This Policy was last approved by the Governance, Nominating and Corporate Social Responsibility Committee in August 2021.

## VII. RELATED POLICIES

The following policy relates to the subject matter of this Policy:

- Code of Ethics
- Whistleblower Policy

## VIII. SUPPORTING DOCUMENTS

Rules and Conventions in support of this Policy may be created and approved by the Senior Vice President, External Affairs and Chief Legal and Sustainability Officer.