

ABORIGINAL & TRIBAL RELATIONS POLICY



I. PURPOSE OF THE POLICY

Pembina U.S. Corporation (the “Company”) and its U.S. affiliated entities (collectively, “Pembina US”) are committed to striving for positive and mutually beneficial relationships with aboriginal and tribal communities. Pembina US believes that these relationships are essential to the well-being of the organization.

II. SCOPE AND APPLICATION

This Aboriginal and Tribal Relations Policy (the “Policy”) applies to all employees of Pembina US (“Employees”).

III. PRINCIPLES

Pembina US will endeavor to enter into lasting and mutually-beneficial relationships with all Aboriginal and Tribal peoples affected by its current or future operations, and in so doing:

- recognizes and respects that Aboriginal communities and Tribes have rights, and interests in many of the areas Pembina US operates in and acknowledges that Aboriginal and Tribal communities may have shared and overlapping interests in land;
- recognizes there are many distinct Aboriginal Nations and Tribes with unique languages, cultures, priorities and protocols;
- commits to honest and ongoing communications with Aboriginal and Tribal communities;
- will enhance knowledge of respect and consideration for Aboriginal and Tribal peoples among its employees, consultants and contractors;
- will conduct timely and meaningful engagement and consultation with Aboriginal and Tribal communities;
- will work with Aboriginal and Tribal communities and governments and regulatory agencies to enhance the communities’ resources to participate in consultation;
- commits to considering Aboriginal and Tribal principles related to resource management and sustainability;
- will collaborate with Aboriginal and Tribal communities to address concerns and grievances and live up to commitments it makes;
- will encourage increased Aboriginal and Tribal capacity through training, employment and business opportunities related to its operational activities; and
- will support Aboriginal and Tribal aspiration to create economic development opportunities.

IV. COMPLIANCE

Employees must comply with this Policy at all times. Any breaches of this Policy may result in disciplinary action up to and including termination of employment.

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

V. REVIEWED AND APPROVED

This Policy was last approved by the Company's Board of Directors on October 10, 2018.

VI. RELATED POLICIES

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

- Whistleblower Policy