

# ABORIGINAL & 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 aboriginal and tribal communities. Pembina believes that these relationships are essential to the well-being of the corporation.

## II. SCOPE AND APPLICATION

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

### Definitions

In this Policy:

“**Pembina**” means collectively, the Corporation and its subsidiaries; and

“**Policy**” means this Aboriginal Relations Policy.

## III. PRINCIPLES

Pembina 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 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**

Personnel 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 for cause or termination of engagement.

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

#### **V. REVIEWED AND APPROVED**

The Vice President, Community Affairs is the executive responsible for this Policy. This Policy will be reviewed annually by the Vice President, Community Affairs and submitted to the Community Engagement Committee for approval. 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 changes made to the Policy.

This Policy was last approved by the Community Engagement Committee on July 19, 2018.

This Policy was last approved by the Governance, Nominating and Corporate Social Responsibility Committee in September 2009.

#### **VI. RELATED POLICIES**

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

- Whistleblower Policy

#### **VII. SUPPORTING DOCUMENTS**

Rules and Conventions in support of this Policy may be created and approved by the Vice President, Community Affairs and the Community Engagement Committee.