



Learning from
**Indigenous
Stories and
Perspectives**
2023

When we set out to compile this report, we wanted to connect to our Indigenous partners and their community members to highlight and share their artistic talents. To incorporate visual storytelling, we invited Indigenous artists to submit a drawing, design, or representation of what reconciliation means to them. This included a category for artists 19 years and older, and a category for artists 18 years and younger. We asked the youth artists to create a design that was interactive and

could be used as a colouring page - we invite you to colour and apply your own creativity to this drawing on our back cover.

We were honoured to receive many moving submissions and stories, and thank all of the artists who chose to submit their work.

Pembina is proud to feature the artwork of Amanda Gould on our Front Cover, and Sekoye LaRock on our Back Cover.

Front Cover Title: Connected

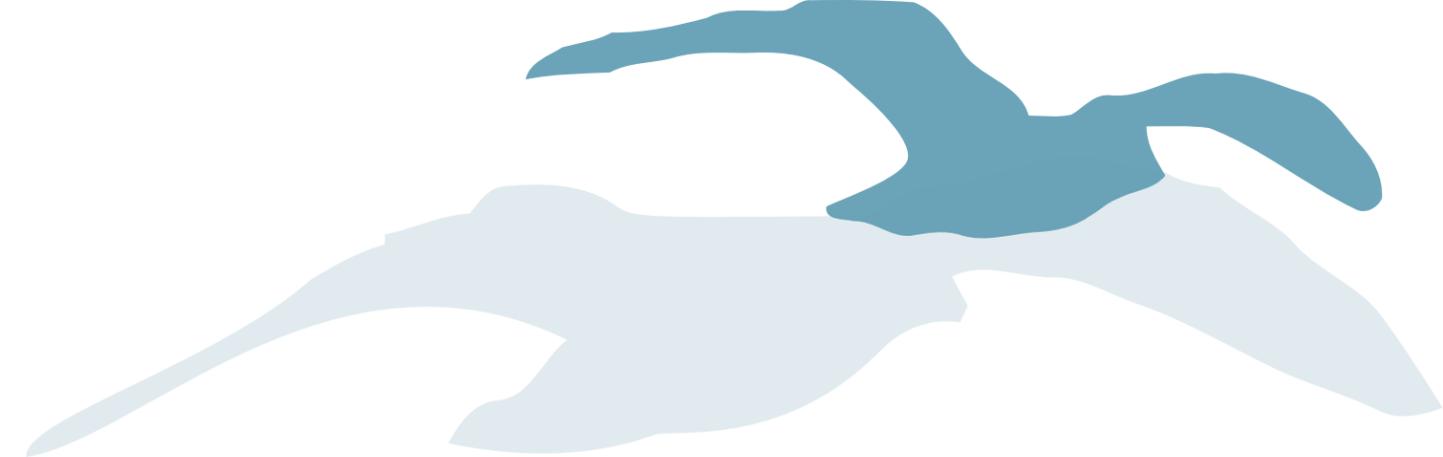
Artist: Amanda Gould

Amanda Gould is a Nêhiyaw Iskwew (Cree Woman) from Fort McMurray #468 First Nation.

Mixed Media Included: Tree bark, moss, flowers, antique shells, porcupine quills, beads, water colour, tree bark water, acrylic paint on Canvas.

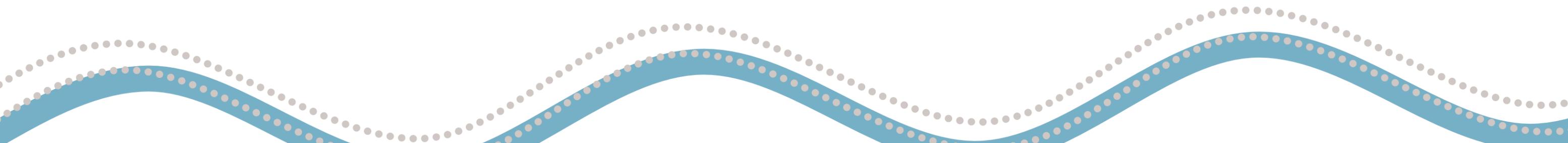
From The Artist:

“When I think about reconciliation, I think about the commonalities we all have. It starts with the land; we all share this land and the beauty of it. We all need to care for the land and water in order to move forward and make space for our future generations. It isn’t easy to always think of one another and how our actions affect us. I used moss in this image as moss is what we as Cree people used in the moss bag for diapers, in the past use of our land the moss was dying and drying out taking away one of our traditions. It can come back alive, it can regrow. This is how we can move forward. By recognizing the past mistakes, we can learn, correct and move forward together in a better way - a way of friendship that the Treaties were meant to be upheld. I also used beads in this image, this style of beads came from Europe as a part of the trades. I mixed the beads into the trees to remind us of those relationships and how we did all work together.”



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Land Acknowledgment

Indigenous Peoples are the traditional stewards of the lands and waters where each of us work and choose to live. We acknowledge that the Indigenous Peoples have inhabited these lands and waters since time immemorial. The Indigenous Peoples' territory, culture, truths, traditions, teachings, and languages are sacred, and we are honoured to live and work here.

We acknowledge the original Peoples of this place, who have hunted, fished, gathered, and taken care of these lands. We respect their right to self-determination and we honour their sacred spiritual connection with the land and water. We acknowledge the collective responsibility we all have to these lands and to the future generations who will be stewards of them.

Recognizing that this report will be read across many different traditional territories, we invite you to sit and take a moment to give thanks for the land, water, animals, plants, and environment that surrounds you each day.

About This Report

Pembina acknowledges the deep value of continuing to strengthen our relationship with our Indigenous partners and Indigenous employees. We have been inspired by the Indigenous practice of storytelling, and are proud to share some of the important stories that we have learned this year.

Pembina respects the critical role that Indigenous and Tribal communities play in our projects and operations, including helping us shape and improve our **Environmental Social and Governance (ESG)** standards. When we talk about ESG, we are speaking about these three areas:

ENVIRONMENTAL



How are we minimizing our impacts to land, water, wildlife, and air?

How are we protecting the environment?

SOCIAL



Are we improving the well-being of our employees, suppliers, neighbours, and partners?

Are we contributing to safe, diverse, and inclusive communities?

GOVERNANCE



Are we honest, ethical, transparent, and accountable to our shareholders and community partners?

We respect and value that Indigenous ways of knowing, being, and doing uphold and connect these three elements together naturally. Pembina is committed to continue learning from our Indigenous partners to improve our performance in all of these areas. We also understand that growing in these areas supports the important work we are doing towards reconciliation and building better relationships.

Introduction

At Pembina, our purpose is to deliver extraordinary energy solutions so the world can thrive. We have a strong track record of safe and reliable operations, protecting the environment, supporting communities in which we operate, and working with Indigenous communities to create mutually beneficial relationships. While we are proud of the work that we have done, we also look forward to continuing to strengthen the ways we work with our neighbours.

To guide this, we have built an **Indigenous Engagement Strategy** with input from Indigenous communities, and employees from across our business. With a focus on reconciliation, our strategy aims to strengthen our relationships with Indigenous communities in the following ways:



We are confident that by advancing our role in reconciliation, we will not only build stronger relationships, but also a stronger business. Writing this report with Indigenous communities and employees reflects a core Pembina value – collaboration makes us great together. Our hope is that by sharing these stories, we are better able to understand and appreciate unique Indigenous perspectives and interests, and that we can honour this knowledge in our journey forward.



Treaty 101: Learning from Alexander First Nation

Part of our strategy for advancing sustainability and increasing inclusion is to ensure that people at all levels of the organization are engaged and educated about Indigenous culture, especially our leaders.

In May of 2023, Pembina executive and senior leaders attended a “Treaty 101” session with Alexander First Nation. This type of learning opportunity aligns with our commitment to learn from our Indigenous partners, and creates the space for important dialogue around building better relationships and working towards reconciliation. Learning about history and the firsthand experience of Indigenous communities also allows our leaders to deepen their understanding of the past to inform their decisions in the future.

For Alexander First Nation, the sessions provide an opportunity to share important history about their community. Engaging industry leadership can help create an understanding of how the past has impacted and informed Alexander First Nation’s decision making and priorities. The Nation is also able to speak about how they understand their responsibility when it comes to protecting Treaty 6, with a focus on their teachings and sharing their oral history.

In addition to increasing cultural understanding, the Treaty 101 session provided Pembina leadership with an opportunity to learn about Alexander First Nation’s interests and perspectives on economic reconciliation and partnership building. “Economic reconciliation needs to be a process where we build a good path together. To me, a good path is where we are sitting together at the table as equal partners” said Chief George Arcand Jr. Alexander First Nation also shared their interest in working on climate solutions which offer a new way to work together to make things better for the environment while giving economic opportunities to membership.

The Treaty 101 session also covers some of the real challenges that exist when it comes to building trust and advancing relationships with new partners, which has allowed Pembina leadership an opportunity to reflect on how they can improve engagement and continue to build better partnerships in the future.

After the session, we asked some of our leaders what they learned. This is what they shared:

“I’m leaving this entire experience with a totally different appreciation for the history, the heritage, and the desire for partnership. There’s so much more to learn about what we can be doing for building up the next generation“

“It was very humbling to learn and understand even the small things that we weren’t aware of. It completely reframed the way I think about the Treaties and how we as Canadians need to support Indigenous peoples“

“The approach that Alexander First Nation is taking to educate industry and share with us the challenges they face with their Treaty will help us to be better partners“





West Moberly First Nations Corporate Alliance

West Moberly First Nations is a key community in Pembina's operating area of Northeast BC. As an Indigenous community-owned corporation, West Moberly Corporate Alliance (WMCA) recognizes that ESG is an accepted way to integrate Indigenous stewardship values and accountability into business decision making.

We spoke to WMCA President Rob Diaz about how they have built their ESG program, what the benefits can be, and where there are still areas that require more focus for reconciliation and partnership building.

Can you tell us a bit about why ESG reporting is important to West Moberly First Nations (WMFN)?

ESG has become an important tool and framework for us to use to measure how our partners and community owned businesses are performing in the three areas of environmental, social, and governance. It allows us to track progress, but it also creates a higher level of commitment to outcomes and a process for accountability. We have approached this using the traditional quantitative analysis as well as a qualitative approach.

Do you see ESG becoming a bigger focus area for corporate and Indigenous partners?

From a bird's eye view, we saw that 20 years ago vendors needed a strong health and safety program. 8 to 10 years ago, you saw vendors needing to have a strong and robust Indigenous engagement program, we now see a more elaborate process through ESG programs. We feel and have observed that clients will need some form of an ESG program to address the needs and objectives of their investors, clients, community, etc. To that end, Indigenous vendors can and perhaps should have their own ESG programs as well, and it can bring value and opportunity to new relationships.



Share with us some of the ways WMFN and your businesses are tracking ESG performance.

We first worked with our partners to develop a shared understanding of what ESG was, and learned how people were already tracking various data sets. We chose to use Global Reporting Initiative (GRI) metrics, and looked at 8 to 10 specific measurements that applied to all of our partners - it was important this was the same for everyone.

After we did that, we helped West Moberly First Nations businesses and partners develop a process for recording this data, provided a template for tracking, then had the partner sign an MOU committing to track and ensure data integrity. It is then reported out to us quarterly, along with qualitative narratives.

What are some areas that companies can focus on when it comes to partnership building and reconciliation?

My role is to advance economic development and own source revenue – 100% of revenues that we generate are used for West Moberly First Nations. The importance of the corporate alliance is monumental to the Nation, they rely on these revenues for critical services to membership.

It allows the conversation to pivot - how critical is achieving economic reconciliation? Working together on ESG will move towards economic reconciliation and bring West Moberly First Nations on par. If reconciliation is important to companies, then economic reconciliation needs to be part of that conversation too.

Project Forest: Community Investment Partnership

“Success to me means taking my grandkids and great grandkids to the forest we’re planting with Project Forest,” says Dustin Twin, Council member for Swan River First Nation. “We will walk on the trail, sit with our ancestors’ spirits, and pick berries. It’s a feeling of security, of knowing my community can take care of themselves.”



As part of a three-year partnership, Pembina is supporting Project Forest, a non-profit organization based in Alberta that focuses on turning unused or unproductive land back into lush forest space. This partnership has an important focus of working with Indigenous communities, while learning what ecological reconciliation means to them. Planting diverse forests protects and repairs the environment, and using culturally and medicinally important plants also supports community health and well-being.

From 2021 to 2023, Pembina invested in the Swan River First Nation Ecological Reconciliation Project which planted over 18,000 seedlings on 34 hectares of land within Swan River First Nation’s Reserve lands. A study conducted by Swan River First Nation identified the food bearing, medicinal and culturally significant tree and shrub species that were historically important to the community. Project Forest and the Nation worked together to come up with a planting list that included species like saskatoon berry, wild strawberry, bog cranberry and wild rose. Approximately 2,848 metric tonnes of CO₂ (which equates to over 600 gasoline powered cars driven for one year) will be captured and stored by the trees once they reach maturity. Habitat and landscape connection for wildlife will improve, soil erosion and sedimentation will reduce and improve water quality in the Swan River, and traditional land use opportunities will increase for the community.

In 2023, Pembina and Project Forest are supporting Paul First Nation in planting a tree shelterbelt at the local school. This will be the first time Project Forest has planted large, landscape-sized trees at a rewilding project and Pembina is proud to support this initiative. The shelterbelt project will create an immediate and lasting impact for the staff and students at Paul First Nation School. In addition to providing a sound and visual barrier from the adjacent railroad tracks, the project will bring food-bearing, cultural, and medicinal plants into the schoolyard. The project will provide local employment opportunities, and will improve the soil and water health in the future.

Pembina is grateful for the opportunity to support projects that are based on the unique culture and needs of each Indigenous community. Our hope is that these projects grow, strengthen, and deepen their roots in the same way we continue to build our relationships with Indigenous and Tribal partners.



Indigenous Inclusion Network

Pembina believes that our strength lies within our people. We have created a work environment that engages our employees, recognizes their unique contributions, supports their wellbeing, and values their diversity. Our commitment to our employees means they say we are the 'employer of choice' and value our safe, respectful, collaborative and inclusive work culture. A key part of this success is ensuring that we are always listening to, learning from, and connecting with our employees.

Over the past few years, Pembina has launched Inclusion Networks, which are employee-led groups designed to build a sense of community and belonging for diverse employees and their allies. The Indigenous Inclusion Network is one of the five that have been established. We spoke to Brenda and Berkley from Pembina's Indigenous Inclusion Network to learn about their experience as Pembina employees, how the company is changing, and how we can continue to work towards reconciliation and a more sustainable future.

Brenda Duncan is a member of the Haisla Nation, located in Kitimaat, BC. She joined Pembina in August of 2021 as a Senior Advisor, Indigenous Engagement and has been working on the Cedar LNG as the lead in community and stakeholder engagement. Brenda is passionate about the opportunity of reconciliation and thus, economic reconciliation for Indigenous people in Canada, and appreciates the opportunity to work on the first Indigenous-majority owned LNG export facility in the country. When asked about her personal passion, it is without a doubt her family, her community and her Nation. Brenda has served her Nation in the role of elected Councillor for 14 years consecutively.



Berkley Jodoin is a member of the Métis Nation of Saskatchewan Local #71. He is a maintenance Scheduler for Pembina at the Empress facility, and has been with the company for four and a half years. The thing that Berkley enjoys most about his work at Pembina is the people. In his personal life, his family is most important and is what drives him. Berkley also has a passion for music, more specifically, songwriting and performing.



Brenda and Berkley shared many meaningful reflections and experiences throughout this conversation. These responses reflect their blended answers, speaking to the key areas of each question.

Why is the Indigenous Inclusion Network important to you? What inspired you to join?

As an Indigenous person, we often have to prove what we aren't before we can prove what we are. Joining the Inclusion Network was important to me so that I can fight stereotypes and have a place to speak what I feel. Pembina has been open and sincere, and has made space for challenging conversations.

Your identity shouldn't change how your day goes at work. I hope that being part of this conversation now means that we don't have to keep working years from now to change the culture in the industry.

What is something about Pembina's approach to reconciliation and partnership building that you think should be highlighted?

Reconciliation starts at the top, and Pembina has the right people at the top. Having the right leaders has resulted in a noticeable shift in the company. This company respects people for who they are, and knowing that prejudice isn't going to be tolerated has helped to build a sense of trust and respect. Trust and respect go hand in hand, and are both important parts of reconciliation.

What do you think is important for companies to know when it comes to focusing on sustainability?

The titles may be different but the values are the same. Instead of sustainability or ESG, we are familiar with the teachings from our Elders. ESG is part of all we do, and for many Indigenous peoples our wealth is about the health and well being of our community members. We need to continue with generational and values-based decision making, and create connections to community to really understand impacts.

What makes you proud to work at Pembina?

The efforts that are being made to improve the culture of the company. It is genuine, and coming from a real place. It isn't one day or one month to celebrate our differences, it is the way we work 365 days a year. Our workplace culture is being woven into the fabric of the company.

Acknowledgments

At Pembina, we recognize that listening and ongoing learning is an important part of our journey to building stronger relationships. We would like to acknowledge our Indigenous partners and neighbours, their community members and representatives, and our Indigenous Inclusion Network members who contributed to this report. We thank you for your guidance, and for sharing your wisdom and insights through these stories.

We would also like to thank our Indigenous consultants Janis Brooks of Salishan Solutions (design, content and writing) and Jolene Arcand of Jolene Arcand Designs (graphic design and format) for their vision, hard work, and thoughtful contributions through the development of this report.

Our sincere gratitude goes out to all of these individuals, as well as the many Pembina employees who continue to carry out our important work in support of reconciliation.



Back Cover Title: Reconciliation

Artist: Sekoye LaRock

Sekoye LaRock is from Sts'ailes First Nation and was born and raised to a family of artists and musicians.

Sekoye has been doing art since she could hold a crayon. Art has always been a huge part of her life as her dad Rocky LaRock is a well-known carver, and artist and mom Sarah LaRock has always encouraged her to practice all art forms from pencil and paper to working on computer and laptops. Sekoye absolutely loves the world of art and music and feels so free to express herself in any way she can.

From the artist:

“Reconciliation to me is our families are able to reunite and heal themselves, to change the cycles for future generations.”





We invite you to use your creativity to colour this back cover design, and to reflect on what reconciliation means to you.