



# Line 3 Replacement Program Indigenous Labour Strategy

To help meet our objective of maximizing Indigenous employment on the Line 3 Replacement Program (L3RP), Enbridge is implementing an Indigenous Labour Strategy.

This strategy is intended to enhance communication between Indigenous job seekers and our primary construction contractors through a 'one-window' online portal and the use of Indigenous labour brokers. Enbridge has partnered with an employment contractor called Running Deer Resources with existing experience and technology to provide a virtual one-window approach which will help connect qualified workers with available jobs on L3RP.

## Components of our strategy are:

- The introduction of an online portal (<https://www.workingwarriors.ca/line3jobs>) to connect Indigenous community members with construction opportunities presented by L3RP construction contractors.
- L3RP contractors will be directed to use the portal as a means of identifying Indigenous workers for potential hire.
- Enbridge will facilitate the introduction and use of the portal to Indigenous communities.
- Graduates of Enbridge's Pipeline 101 and Heavy Equipment Operator training will receive priority consideration for hiring.
- The use of labour brokers from Indigenous organizations or communities in Saskatchewan and Manitoba to manage many aspects of a worker's employment (recruitment, interviewing, administration, transportation, etc.).

## Examples of jobs on the Line 3 Replacement Program include:

- Heavy Machine Operators
- Welders
- Electricians
- Labourers
- Heavy Duty Mechanics
- Millwrights and much more...