



Sunrise Expansion Program

Employment and skills training

Creating economic opportunities for Indigenous groups

Westcoast Energy Limited Partnership (Westcoast), an Enbridge affiliate, is proposing the Sunrise Expansion Program (Project), an expansion of the southern portion of its natural gas pipeline system, to meet the demand for natural gas—an affordable and reliable energy source used to heat homes and businesses, generate electricity and produce hundreds of products we use every day.

Westcoast is committed to advancing reconciliation and building stronger relationships with Indigenous groups. As part of this commitment, we aim to maximize economic opportunities for Indigenous groups in our operations and projects, from training and employment to the procurement of goods and services from Indigenous businesses. For this Project, Westcoast has hired Indigenous workers and businesses to conduct environmental, archaeological and geotechnical field studies. To ensure Indigenous participation is sustained if the Project is approved, Westcoast will implement employment and skills training throughout the Project as part of its Socio-economic Effects Management Plan (SEEMP). These efforts, developed in collaboration with Indigenous groups based on their specific employment and training interests, are designed to support Indigenous skills capacity building and employment during construction.

Employment and skills training

Since 2023, Westcoast has conducted Project engagement with potentially affected and interested Indigenous groups. One objective of this engagement has been to understand their needs and interests to help shape our approach to employment and skills training for the Project.

To help inform the SEEMP, Westcoast has requested and received feedback from:

- Indigenous groups along the Project right of way
- Indigenous skills and employment training staff, training providers, and associations
- Union and non-union labour organizations

Indigenous Project participation* *as of August 2025	+265,000 hours spent conducting environmental and cultural surveys	65% of fieldwork hours completed by Indigenous vendors	\$37 million invested directly in Indigenous business for various Project-related work
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We request your feedback

Feedback is required by the end of 2025. Westcoast is committed to ongoing and continuous engagement to meet Indigenous groups' needs and interests.

What types of employment roles are you interested in for the Project?

What training would be most beneficial to you to support employment on the Project?

In response to this initial feedback, Westcoast has delivered employment and skills training programs to members of several Indigenous groups. This started with readiness training sessions for members to participate in field work as cultural guardians or environmental team members. As a result of this training, thousands of hours of field work for the Project have been completed by members of Indigenous groups.

Westcoast also hired a dedicated Project employment advisor, who works collaboratively with industry partners and Indigenous groups to facilitate training and job opportunities on the Project.

Contractor requirements

The majority of construction jobs and business opportunities will be hired through the Project’s contractors. To facilitate opportunities for Indigenous groups in the procurement process, contractors must follow the Socio-economic Requirements of Contractors (SERC) process, which requires them to provide a detailed plan on how they intend to involve Indigenous workers and businesses in the Project, as well as provide training, as needed. The SERC process also includes:

- Clear local and Indigenous hiring goals
- Specific subcontracting plans, including measurable objectives for participation of Indigenous-owned businesses
- A standard process of reporting and auditing to ensure hiring targets are met and recruitment practices incorporate cultural values and traditions

Local community coordinators

To further support Indigenous groups and local communities, Westcoast is proposing to hire local employment liaisons during the construction phase of the Project. This role functions as a bridge between the Project team and the Indigenous and local communities specific to construction employment and business opportunities. Responsibilities would include:

- Connecting local job seekers with employment and training opportunities on the Project

- Collaborating with contractors to help identify and overcome any recruitment or skills gaps
- Coordinating community job fairs, training sessions, and feedback sessions to help monitor and adjust local hiring practices, if needed
- Acting as a point of contact for community members or leaders to discuss local concerns and employment practices, promoting transparency and ensuring commitments are met

In addition, Westcoast’s Community and Indigenous Engagement advisors are available throughout all phases of the Project and during its operations to facilitate continuous communication on employment and training opportunities.

Next steps

SEEMP development timeline:



Westcoast will continue to engage with interested Indigenous groups and organizations to support employment program and training initiatives for the Project.

Multiple ways to submit your feedback:

Email
BCprojects@enbridge.com

Phone
1-833-267-2220 (toll-free)

Mail

Enbridge Inc.
3985 22 Ave
Prince George, BC V2N 1B7

For more information on the Project, visit enbridge.com/sunrise or scan the QR code.



What is a barrier to employment you’ve experienced?

What actions could Westcoast take to resolve barriers to employment and training?

Would you like to connect with Westcoast’s dedicated Project employment advisor? If yes, please provide your contact details:

Mail ☐ Email ☐ Online shared site ☐ Other (please describe): _____
