



## Employment Policy

The Trans Mountain Expansion Project (the Project) is committed to providing pipeline and facilities construction employment opportunities for Aboriginal and local community people. This policy outlines the strategies created to ensure the overall objectives of the employment program are met.

## Employment Objectives

- Aboriginal peoples and local community members participate in employment on the construction of the Project.
- Contractors and Sub-Contractors provide an accessible and welcoming work environment for Aboriginal and local employees.
- Contractors and Sub-Contractors have programs in place to facilitate the hiring and retention of Aboriginal and local workers employed on the Project.
- The construction labour force will have a positive impact on local communities.
- Communication linkages between the Project, Contractors, the Aboriginal and local communities are effective in providing qualified workers on a timely basis.
- Ensure the Project's high standards for health and safety, concern for the environment, construction quality and schedules are achieved..

## Employment Strategies

- Provide Contractors and Sub-Contractors with the Project's expectations for employment, recruitment and retention standards and policies.
- Provide timely information to Aboriginal and local communities on potential employment opportunities and requisite qualifications
- Identify relevant and timely Project information on employment opportunities to inform training institutions and employment organizations.
- Consult with employment service delivery organizations, unions, associations and local communities to establish recruitment processes linking applicants with Contractors and Sub-Contractors.
- Collaborate with Contractors, Sub-Contractors, and employment service delivery organizations to ensure the recruitment of those qualified to work on the Project.
- Monitor Contractors' commitments to identify and implement retention measures to ensure Aboriginal people continue to be employed to the completion of the work they are hired for and for which they have the necessary qualifications.
- Develop a liaison process for managing Aboriginal and local community concerns during construction.
- Ensure Contractors, Sub-Contractors, and camp policies are inclusive and supportive of a diverse workplace.