

ACR Aboriginal Programs Project Program Template

Program Area:	1.0	Corporate Policy
Sub Program:	1.1	Building Commitment to Corporate Aboriginal Policies
Template:	1.1.8	Corporate Aboriginal Guidelines
Sponsor(s):	<i>EnCana Corporation</i>	

1. Objective

To establish clear and consistent corporate guidelines within EnCana for developing and maintaining relationships with Aboriginal communities.

2. Description

EnCana Corporation developed an Aboriginal Guideline that covers community relations, employment opportunities, education, and business opportunities. The guideline includes:

Mission statement: To be a best-in-class Aboriginal and community relations team, leading the management of relationships with operating communities, including Aboriginal peoples; to facilitate sustainable operations; to enhance the company's reputation; and to create value.

Values: Company values, embraced by our employees, have been integral to the growth and success of the company and will be reflected in our day-to-day relations with the Aboriginal community. These values include open communication, integrity, mutual respect, trust and competitive shareholder return. The goal of the Aboriginal relations practice is to establish and maintain mutually beneficial relationship with Aboriginal communities within the context of the company's operations.

3. Implementation

The Guideline covers specific aspects of relationship building with Aboriginal peoples:

(1) **Community relations.** EnCana's community relations program will build, enhance and maintain positive relations in the Aboriginal community by:

- Maintaining dialogue between the EnCana and Aboriginal people to support the company's values
- Ensuring timely discussions with local Aboriginal communities when company activities might impact on Aboriginal communities
- Ensuring that potentially affected communities are provided with the necessary information required for open collaborative dialogue respecting cultural and individual differences
- Considering support of Aboriginal events and programs in areas where the company conducts its business
- Taking pride in our contributions to communities and in our care for the environment

EnCana will seek Aboriginal input on proposed developments and business plans to encourage the involvement of those who may be affected by the company operations.

(2) Employment opportunities. The company recognizes the potential benefit of hiring local employees and services. It will provide timely information about potential employment opportunities to Aboriginal communities.

EnCana will also work with Aboriginal businesses and individuals to ensure they are given fair opportunity for employment, contract and services, based on competitiveness and the ability to meet EnCana standards.

(3) Education. EnCana believes learning is a life-long goal. The company will support higher learning by Aboriginal people through educational bursaries, work experience and skill development. The education support program will include financial assistance for Aboriginal students to attend accredited institutions and programs related to the oil and gas industry.

(4) Business opportunities. The company's procurement business objective is to achieve "best value" in goods and services acquired. Within this context, EnCana is committed to working with Aboriginal communities - for the mutual benefit of all parties - to develop their capacity to participate and benefit from business opportunities associated with the company's operations.

Where EnCana is active, it will encourage the development of community-based Aboriginal businesses that benefit both the Aboriginal communities and the company. It will do this by:

- Advising local Aboriginal communities of the company's activities
- Maintaining vendor lists of local Aboriginal businesses and personnel who are qualified to provide services to the company
- Considering ways of approaching new business opportunities at the community level
- Including both qualified Aboriginal and non-Aboriginal businesses on bid request lists for work on and off reserve or settlement land. Work will be awarded on a competitive basis having regard for the standard business criteria of acceptable performance record and pride.

4. Timeframe for Results

Immediate increased understanding of EnCana's position, both internally and externally.

5. Measurable Criteria

- Increase in Aboriginal participation in workforce
- Number of contracts awarded to Aboriginal business
- creation of sustainable income, economic and other benefits for the Aboriginal community
- Number of partnerships/joint ventures developed

6. Budget

Negligible

7. Partners and Sponsors

EnCana Corporation is the sole sponsor.

8. Experience with the Program

Six years since first guidelines were put in place.

9. General Applicability

This program may be interest to companies and industries looking at an overall Aboriginal policy and strategy framework.

10. Additional Information or Support

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