



# HIRE & BUY LOCAL PROGRAM OVERVIEW

## Those most impacted should benefit most

We firmly believe those impacted most should benefit most. The Hire & Buy Local program reflects this core principle - a strategic and proactive effort to positively impact local economies and enhance the lives of individuals in these regions. It's simply the right thing to do.

## Be a good neighbour

At TC Energy, being a good neighbour is at the heart of everything we do. Through our Hire & Buy Local program, we're working to create meaningful and lasting benefits for the communities near our operations. We aim to build and maintain trust to help ensure shared success by supporting local economies and fostering collaboration.

## CREATING OPPORTUNITIES FOR LOCAL COMMUNITIES AND BUSINESSES

The Hire & Buy Local program is a structured and transparent approach to prioritizing both Indigenous and non-Indigenous communities near our projects in our employment hiring and business procurement practices. We aim to ensure these communities share in project benefits through meaningful employment and contracting opportunities, using a fair, consistent and measurable process.

Here's how we approach it:

**Prioritization:** We identify communities based on their proximity to the project ("Proximate," "Local," and "Regional") to guide how opportunities are prioritized. Proximate communities, being the most impacted, receive the highest priority.

**Opportunities:** Specific contracting opportunities, or Designated Services, are reserved exclusively for Indigenous from Proximate communities. Other contracting opportunities, known as Targeted Services, are prioritized for both Proximate and Local businesses.

**Clear commitments:** Major contractors working on our projects are required to develop and deliver on clear, measurable commitments for both local hiring and local sourcing. This includes specific commitments to employ individuals from Proximate and Local communities.

**Fostering collaboration:** We work closely with our prime contractors, communities and businesses throughout the project lifecycle to maximize local participation and ensure accountability.



## CONTRACTING OPPORTUNITIES OVER THE PROJECT LIFECYCLE

### Our Hire & Buy Local approach is integrated throughout the project.

- **Planning:** We identify impacted communities and establish the Designated and Targeted service opportunities. These Hire & Buy Local commitments are embedded into the selection process for major contractors.
- **Contractor engagement & procurement:** We facilitate introductions between selected prime contractors and both Indigenous and non-Indigenous communities and businesses near our projects. Prime contractors will engage these communities and businesses when sourcing for Designated and Targeted services.
- **Construction:** We continuously monitor contractors' performance against their Hire & Buy Local commitments for local hiring and procurement. Most hiring opportunities arise during this phase, typically including roles like equipment operators, skilled trades, laborers and administrative support. Hiring for these roles is primarily done by the prime contractor and their subcontractors, who are expected to meet their local employment commitments.
- **Reporting & improvement:** We track Hire & Buy Local outcomes throughout the project to ensure transparency and accountability. We also gather feedback to continuously improve the program.

*TC Energy operates one of North America's largest natural gas pipeline networks that safely transport gas products for our customers through over 96,000 kilometres (60,000 miles) of pipelines. Such a large network requires a highly skilled workforce either employed by us or by third-party companies contracted to provide a variety of construction and support services.*

*Pipeline construction requires thousands of part-time and temporary workers during the preconstruction and construction phases, and a smaller number of permanent employees are required once the pipeline is operational.*

## GETTING INVOLVED

### Building stronger communities

The Hire & Buy Local program is more than just a commitment - it's a way to make our projects a part of the communities we serve. By supporting people's ability to provide for their families, participate in the resource economy and contribute to the broader success of our country, we're working toward a brighter, more inclusive future for all.

### We want to work with you

We believe strong partnerships with communities are key to making a lasting difference. Whether you're interested in exploring local hiring opportunities or learning how this program can benefit your community, we're here to help.

### Find out more

To learn more about the Hire & Buy Local program, visit our website or reach out to us directly. Together, we can build stronger, more resilient communities while shaping the future of energy in Canada.

[TC Energy](#)

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[TCEnergy.com/BuildStrong](https://TCEnergy.com/BuildStrong)

The photo on the below was originally taken in Cabri, Saskatchewan and printed in a 1978 article highlighting the positive impacts that future TC Energy projects would bring to the local area through jobs and contracting opportunities. We are proud to continue that commitment today through the continuous efforts of our Hire & Buy Local program to enhance the lives of the communities where we operate.



### About TC Energy

We're a team of 6,500+ energy problem solvers connecting the world to the energy it needs. Our extensive network of natural gas infrastructure assets is one-of-a-kind. We seamlessly move, generate and store energy and deliver it to where it is needed most, to homes and businesses in North America and across the globe through LNG exports. Our natural gas assets are complemented by our strategic ownership and low-risk investments in power generation.

