

Aboriginal Training and Inclusion Plan 2024-2025 Annual Report

*Site C Clean Energy Project
Reporting period: April 2024 to March 2025*

March 28, 2025

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1 Background

1.1 The Site C Clean Energy Project

The Site C Clean Energy Project (the Project) is a third dam and generating station on the Peace River in northeast B.C. As the third project on one river system, Site C will rely on water already stored in the Williston Reservoir. Site C will generate about 35% of the energy produced at W.A.C. Bennett Dam, with only five per cent of the reservoir area. Once complete, Site C will provide enough clean electricity to reliably power nearly 500,000 homes, or 1.7 million electric vehicles, and will increase BC Hydro's current supply by eight 8%.

1.2 Construction Update

Construction on the Site C Project is more than 90 per cent complete. On August 25, 2024, BC Hydro safely began filling the Site C reservoir following the completion of all necessary construction areas of the project. Reservoir filling was completed on November 7, 2024, and the reservoir has reached its normal operating range of 460 metres to 461.8 metres elevation above sea level. Key project structures such as the earthfill dam, powerhouse, spillways, and approach channel continue to perform safely.

In October 2024, the first of our generating units came online. As of March 31, 2025, three generating units are providing electricity to BC Hydro customers. The remaining generating units are anticipated come into operation by fall of 2025. In the final year of construction, project work will focus on completing the powerhouse and generating station. This includes completing the assembly of the remaining generating units, commissioning the generating units, and bringing them into service. Work has also started to revegetate areas no longer required for construction.

2 Purpose of the Plan

The purpose of the June 5, 2015 Aboriginal Training and Inclusion Plan (ATIP) is to meet the requirement of Environmental Assessment Certificate (EAC) condition 54, by operationalizing the mitigation measures proposed in relevant sections (Section 17: Labour Market, Section 18: Regional Economic Development, and Section 28: Population and Demographics) of the Environmental Impact Statement with respect to Indigenous Nations and their interests in employment and training opportunities. The ATIP outlines the approach and strategies for training and inclusion to be followed during the construction phase of the Project.

Please note, the term 'Indigenous' has replaced the ATIP's use of 'Aboriginal' throughout this report.

2.1 Reporting Period: April 2024 to March 2025

This report summarizes the implementation of the measures identified in the ATIP to fulfil EAC condition 54 from April 2024 through March 2025. In some cases, consultation and engagement with Indigenous Nations on measures described in the ATIP that took place prior to this period are also summarized here for context.

This is the tenth annual report of the ATIP. As the Project has now transitioned into the operations phase, this will be the final annual ATIP report scheduled for submission.

3 Communication of Potential Employment Opportunities to Indigenous Nations

BC Hydro has taken a multi-pronged approach to communicating employment opportunities to Indigenous Nations and individuals. This approach includes:

- BC Hydro communicates employment opportunities directly to Indigenous Nations and individuals in-person or via email;
- BC Hydro requires its contractors to communicate employment opportunities related to the performance of their contracts to Indigenous Nations and individuals, and to work with their unions;
- Advertising opportunities online; and,
- Hosting and attending information sessions, career fairs and meetings where training and employment opportunities are shared with Indigenous Nations and individuals.

Examples of activities as part of this approach that occurred during this reporting period are described in the sections below.

3.1 Career Fairs / Construction Site Tours

The following regional career fairs were attended during the reporting period:

- Doig River First Nation World Café Event, June 19th, 2024
- Doig River First Nation World Café Event, Oct. 1st, 2024
- McLeod Lake Indian Band Career Fair, March 12, 2025
- April 2025 Sauteau First Nation Career Fair

BC Hydro's Indigenous Relations team attended these events to discuss employment and training opportunities on the Project and with BC Hydro in general.

During the reporting period, while hosting Blueberry First Nations youth for a tour of the Site C Reservoir, WAC Bennett Dam, and Peace Canyon Dam on Oct. 16th, 2024, BC Hydro shared Indigenous employment and training opportunities that included career information related to our work in the North.

3.2 Advertising Employment Opportunities

Job opportunities are posted on the Project, WorkBC and Employment Connections websites. During engagement with Indigenous Nations and when responding to specific job-related inquiries, BC Hydro directs job seekers to the Project website and encourages Indigenous job seekers to reach out to contractors directly for employment opportunities.

BC Hydro also uses email and other means to communicate with Indigenous candidates, and Indigenous training and employment specialists about job opportunities.

3.3 Individual Candidate Engagement

BC Hydro provides coaching and mentoring for Indigenous candidates who are seeking work with BC Hydro or with Project contractors. This support includes, but is not limited to:

- Sharing job opportunities which include BC Hydro post construction employment opportunities and other BC Hydro projects across the Province;
- Providing one-on-one employment coaching;
- Resume support and submission as required; and interview preparation; and
- Career exploration and sharing of BC Hydro Indigenous Employment and Training opportunities such as Indigenous Professionals in Development and Try-a-Trade.

The level of support provided by BC Hydro depends on what is required by the candidate, which is often related to how much support the candidate receives from an Indigenous training and employment specialist in their community. In many cases, BC Hydro is the direct link between the candidate and employment with Project contractors.

4 Site C Contractor Hiring and Training of Indigenous People

Contracts awarded by BC Hydro for the Project may contain Indigenous participation and reporting requirements. Project contractors may be required to provide business, employment and/or training and apprenticeship opportunities for Indigenous people and to report regularly on Indigenous participation in the performance of their work.

During the reporting period, the following number of people working on the Project self-identified as Indigenous¹. As with any construction project, the number of workers will vary month-to-month and reflects the seasonal nature of construction work.

Month	Number of Indigenous people working on the Project
January 2024	102
February 2024	113
March 2024	115
April 2024	115
May 2024	126
June 2024	122
July 2024	129
August 2024	125
September 2024	127
October 2024	120
November 2024	142
December 2024	66

To date, and where applicable to their role, there have been 4826 training occurrences provided to Indigenous workers on the Project. Project contractors have reported the following training and apprenticeship opportunities for Indigenous people on the Project during the reporting period:

¹ The number of Indigenous people was provided by on-site construction and non-construction contractors that have a contractual requirement to report on Indigenous participation in their workforce. Workers voluntarily self-declare their Indigenous status to their employer.

Site C Indigenous Worker Training	
Safety	
<ul style="list-style-type: none"> • Confined Space • Fall Protection and Rescue • Health, Safety Environment Toolbox • Swiftwater Rescue • Lock Out Tag Out • Competency Assessment 	<ul style="list-style-type: none"> • Transportation Endorsement • Workplace Hazardous Materials Information System (WHMIS) • Wilderness / Bear Awareness • COVID 19 Awareness • RedBook Safety Training
Operational	
<ul style="list-style-type: none"> • Green Hands Program • Customer Service • Electrical Ground and Bonding • Engineering Intern • Equipment Operating • Foreman • Gate B Operations • Heavy Civil Refueling of Vehicles • Cultural & Heritage Monitors 	<ul style="list-style-type: none"> • Leadership and Teambuilding • Respectful Workplace • Security • Security Workforce Management Software • Site Specific Underground refresher • IT Training on Public Health Orders • Crane Services
Apprenticeships	
<ul style="list-style-type: none"> • Pre-Apprentice Job Shadowing • Heavy Duty Mechanic (2nd Year) • Power Line Technician (App 5) • Carpentry (1st – 4th Year) • Scaffolding (1st Year) 	<ul style="list-style-type: none"> • Ironworker (2nd - 4th year) • Boilermaker (1st year) • Millwright (1st year) • Electrical Apprentice • Painter Apprentice

5 Site C Contractors' Indigenous Labour Sub-Committee

In fall 2017, the Site C Contractors' Labour Committee established the Site C Contractors' Indigenous Labour Sub-Committee. The purpose of the sub-committee is to support Indigenous training, labour and employment on the Project, through communication, consultation, coordination and cooperation among contractors on the Project. This sub-committee was formed in response to requests from Indigenous Nations to increase communication and to build and maintain relationships between Indigenous Nations and Project contractors regarding labour, training and employment initiatives that are specific to Indigenous Nations.

In summary, the Indigenous Labour sub-committee met 17 times from 2018 to 2024, collaborated and delivered numerous training employment programs aimed at increasing Indigenous participation on the project; attended numerous First Nation community career fairs; participated

in 8 Site C Indigenous Employment and training Information sessions with Treaty 8 Nations. For this reporting period, communication was through email and on an as need basis.

6 Inclusion of Evaluation Criteria for Hiring and Training Indigenous People

BC Hydro has included Indigenous participation in the evaluation criteria for the major Project contracts, including:

- Worker Accommodation;
- Main Civil Works;
- Generating Station and Spillways Civil Works;
- Transmission Line Construction;
- Substation Construction;
- Balance of Plant contracts
- Generating Station and Spillways Powerhouse Bridge and Gantry Cranes;
- Hydro-Mechanical Equipment Supply;
- Peace Canyon 500kV GIS Expansion; and
- Turbines and Generators.

BC Hydro required proponents bidding on these contracts to provide a proposed plan to meet the contract requirements for Indigenous participation through the provision of business, employment, training and apprenticeship opportunities. BC Hydro's evaluation process included a review of proponents' proposed plans for Indigenous participation.

Following award of the contract, BC Hydro works with the contractor to develop and finalize their plan for the fulfilment of their Indigenous participation requirements. Contractors are required to report regularly on the fulfilment of the Indigenous participation requirements under their contracts.

6.1 Strategies for Capacity Building, Education and Training Associated with Indigenous Participation in the Labour Market

BC Hydro has implemented capacity building initiatives that have supported essential skills training, pre-trades and trades training, or increased business capacity in Indigenous businesses. BC Hydro will continue to consider proposals from Indigenous Nations and training organizations for potential capacity building, education and training opportunities throughout the construction phase of the Project.

As with employment opportunities, BC Hydro's strategy includes multiple approaches to support capacity building, education and training. BC Hydro provides opportunities directly to First Nation communities and Indigenous job seekers, as well as working with Project contractors to increase their capacity building opportunities.

Further information and updates on specific capacity building initiatives is provided in Training Programs 6.3.

6.2 Training and Employment Working Groups

BC Hydro has created Training and Employment Working Groups and meets regularly and individually with training and employment professionals from Indigenous Nations to learn about their community's capacity needs, career interests and potential issues. BC Hydro then works to align employment and training initiatives with the interests and needs of the Indigenous Nations. BC Hydro also shares information related to Project employment opportunities, creates linkages for Indigenous candidates to BC Hydro or to contractors, and works in partnership to create Training and Employment Plans that meet the interests of both BC Hydro and Indigenous Nations.

During the reporting period, BC Hydro met with the following Indigenous Nations and discussed training and employment related to the Project:

- McLeod Lake Indian Band;
- Saulteau First Nations;
- Doig River First Nations;
- Halfway River First Nation.
- Blueberry River First Nations
- West Moberly First Nation
- Prophet River First Nation

In addition, ad hoc meetings to discuss training and employment opportunities continue to be hosted by BC Hydro. Approximately 3 meetings have been held with regional groups to discuss Indigenous employment and training interests. These groups include Northern Lights College and NENAS.

6.3 Training Programs

In addition to the programs that have been delivered in previous years, which included the ATCO Kitchen Skills Program, Pre-Carpentry Skills Program, Fish Monitoring and various in-community training, BC Hydro has delivered the following new programs and updates to existing programs for Indigenous Nations:

- **Site C - Treaty 8 Cultural Monitors Professional Development**

In 2024, 2 of the Site C Cultural Monitors that completed the Cultural Monitor Professional Development obtained their Applied Biologist Technician designation with the College of Applied Biologists.

Background:

In 2022, BC Hydro in partnership with Ecofor and Natural Resources Training Group, and other training providers, delivered 4 professional development sessions that focused on Traditional teachings (local elder), aquatics, participants obtained certificates for Wetlands Assessment; Vegetation Inventory Techniques; Avian Nest Sweeps.

In 2023, BC Hydro invited Northern Lights College, College of Applied Biologists and NENAS to the Cultural Monitor Professional Development partnership and together delivered a 10 week training program for 14 Site C Cultural Monitors that provided participants with multi credentials from the Natural Resources Training Group, Northern Lights College, and College of Applied Biologists. The training included traditional teachings (local elder), and several certificate courses including Environmental Field Skills, Fisheries Field Skills, Forestry and Vegetation Field Skills; and Seed Collection. Upon completion of the CMPD in October 2024, the participants were qualified to apply for their Applied Biologist Technician designation through the College of Applied Biologists.

Upcoming Fiscal Year Initiatives:

Culture Center Training - As the Treaty 8 Cultural Center plans are developed, training opportunities related to the operation of the Cultural Center will be available to interested Treaty 8 community members. Permanent Upstream Fishway – training opportunities to operate the Permanent Upstream Fishway are in planning stages.

Summary of Programs delivered in previous years:

- **Summer Trades Exploration Day for Indigenous Youth** - on June 14 and 15, 2022 BC Hydro hosted 9 local Indigenous youth, along with employment and training representative from the local Indigenous communities, as well as NENAS (North East Native Advancement Society) at site for the Summer Trades Exploration Day. The purpose of this event was to educate and bring awareness to local Indigenous youth regarding employment opportunities in the construction trades, as well as the work available in the construction trades on the Site C Project. This event focused on the practical aspects of the trades such as the types of jobs available, the education required and the type of work performed daily, including what a day in the life of a trade person requires. Participants also had the opportunity to reside in camp for the night, to experience the full scope of life as a Site C worker. This event included a general overview of trades and how to become an apprentice from the Industry Training Authority, and presentations from contractors with a focus on heavy equipment operators, carpenter, millwright, boilermaker, chef, and electrician. Youth and employment reps from 5 nations participated in the event.

PRHP, AFDE, Voith Hydro, FMI, and ATCO all participated and contributed to this event. ATCO Two River Lodge provided a special dinner in the Spiritual Room at camp, which

included a talk from the Executive Chefs who spoke about their journey to become a chef, how to become a chef and what they loved about their job, including advice to youth that would like to enter this trade. ATCO also provided box lunches to all the participants who were on site to meet trades on the second day.

Journey person trade workers, forepersons, and supervisors, including on site Indigenous workers, met with the students to show them the work they performed on site, discuss their trade, and practical lessons regarding working on site and in the construction industry.

- **Site C Environmental Training Program:** was successfully completed in June 2021. The program was re-designed for virtual and in-person training. The 13 day program allowed the Indigenous cohort to gain 9 certifications including Swiftwater Rescue, Boat Safety, Electrofishing, AVIAN Nest Sweeps that are required for employment with our environmental contractors on the 2021 environmental monitoring program at Site C. The Environmental program also included BC Hydro's Career Energizer (description below).
- **Driver Training:** Indigenous Nations have identified that one of the barriers to employment is lack of drivers' license. To respond to this fundamental need, BC Hydro has supported the development of an online Learners Exam preparation course designed to be delivered in a virtual setting with an instructor in community. In 2022, we had one Learners License exam prep course delivered in community.
- **Youth Hires Program:** rather than cancelling the Youth Hires program in 2021, we shifted to a **Summer (Nation) Hires Program** in coordination with First Nation communities with whom we have Relationship Agreements with. In the Summer Hires Program Indigenous youth are hired to work for 8 weeks over the summer to gain work experience and knowledge of careers at BC Hydro, and is used as a tool to expand BC Hydro's Indigenous pipeline. With support from BC Hydro, the Summer Hires were selected and hired by their respective Nations and worked from their home communities with their focus of work having exposure to BC Hydro projects and initiatives, such as Site C. Candidates gained experience from participating in activities with the Nation and BC Hydro work initiatives. In 2022, there were 4 Nation hires in the Northeast region.
- **Career Energizers with BC Hydro:** 2021 was the 3rd year BC Hydro's training programs for this Project were planned with Career Energizers. These 3-day to 10-day courses offered candidates an opportunity to polish a resume, learn employment readiness skills, participate in confidence building activities, skills identification, interview skills, create email addresses, and interact with BC Hydro contractors to learn firsthand about employment opportunities and how to submit resumes.
- **BC Hydro and Northern Lights College Pre Heavy Equipment Operator Program Oct 2021:** BC Hydro, Northern Lights College, PRHP, CLAC and NENAS participated in the design and delivery of a pre-heavy equipment operator program. The 11-day program provided 6 participants with the opportunity to experience life at the Project's worker accommodation while gaining technical and job readiness skills. The intention was to refresh essential skills and power skills while also providing industry specific worksite

experiences with focus on the fundamentals of heavy equipment operating. Candidates gained valuable seat time on the rigid frame haul trucks under the direct supervision of Peace River Hydro Partner's Heavy Equipment Instructor. This program was temporarily postponed in March 2020, due to COVID-19. In October 2021 this program was successfully delivered. Funding for this program was provided through the NENAS and donations from the Christian Labour Association of Canada (CLAC), Local 68.

- **Site C Curator Training Program** called "Telling the Story" July 2021: An initiative with direction from the Site C Culture and Heritage Resource Committee with representation from 13 Nations impacted by Site C, and in partnership with Tse'Kwa House and NENAS. This 10-day program explored the artifacts and the story behind the artifacts from an Indigenous perspective. Elders and youth gathered in a virtual and in-person format in July to learn about archaeology and the curation of artifacts that have been unearthed in building of the Site C dam. The purpose of the program was to have participants select artifacts that will eventually be displayed in the Cultural Center that is planned for the Treaty 8 region.
- **ATCO Kitchen Skills and Housekeeping Program:** in May 2019, BC Hydro and ATCO partnered for a third time to deliver a Kitchen Skills and housekeeping program at the Project worker accommodation. Eighteen Indigenous candidates were selected to participate in the 10-day program to learn employment readiness skills, communication, teamwork, workforce training certifications (Foodsafe, CSTS 09), and job shadow with ATCO's Red Seal Chef. ATCO continues to share employment opportunities with Indigenous communities and has pivoted to on-the-job training.
- **Try-a-Trade:** in 2019 the development of an 8-week Try-a-Trade program was piloted with a 2nd cohort also being run in the same year. Indigenous candidates from across the Province applied to the program and were selected to participate. The candidates would complete their rotations in various BC Hydro locations, with one location being at BC Hydro's existing W.A.C. Bennett Dam, near Hudson's Hope. Eight Indigenous candidates were recruited and selected and had the option to select three of eleven BC Hydro trades to gain firsthand experience of this trade. Between the two cohorts a total of five Indigenous candidates were from northeast B.C. Since 2019 when we created Try-A-Trade, two cohorts (a total of 18 individuals) have gone through the program.
- **BC Hydro & Northern Lights College Pre-Carpentry Skills Pilot Program:** BC Hydro, Northern Lights College and several partners including NENAS, CMAW (carpenter union), ATCO, AFDE GP, PRHP² participated in the development of a Pre-Carpentry Skills program that features essential skills for carpentry, a Northern Lights College job shadow component with the Project contractors, and a carpentry project for students to demonstrate skills learned. The first cohort of eight Indigenous candidates from northeast B.C. completed the 14-day program in April 2019. This program was postponed in 2020 and 2021 due to COVID 19. In 2022, it was decided to not run this program for a 2nd time due to lack of participation.

² AFDE-Aecon-Flatiron-Dragados-EBC Partnership; PRHP-Peace River Hydro Partners

7 Resources and Funding Arrangements to Support Training, Industry, and Indigenous Partnership Opportunities in the Region

BC Hydro continues to recognize the importance of supporting training opportunities for skills development, trades training and job readiness. From 2015 to present, BC Hydro has provided the funding and resources to support local training and partnerships. During this reporting period BC Hydro has continued to support training, industry and Indigenous partnerships in the region, included the following:

7.1 Scholarships and Bursaries

BC Hydro has provided \$1 million in funding to the Northern Lights College Foundation (NLCF) over a five-year period to support the development of skilled workers in northeast B.C., which aims to assist students who may not otherwise have access to post-secondary education. Fifty percent of the funding for bursaries is dedicated to Indigenous students.

In August 2013, Northern Lights College Foundation started distributing the BC Hydro Trades and Skilled Training Bursary Awards. As of December 2024, a total of 291 students had received bursaries, including 137 Indigenous students who have benefitted from the bursary in programs such as electrical, heavy mechanical, carpentry, welding, millwright, cooking, social work, and many others. BC Hydro has worked with the Northern Lights College Foundation to extend the bursary timeline and reserve a portion of bursary amounts for trades programs directly needed for Project work. Part of this agreement was to set aside funds for the BC Hydro and Northern Lights College pre-carpentry skills pilot program for Site C as well as other joint pre-skills programs.

After a review of the Bursary program, in January 2021, BC Hydro provided additional funds to the Northern Lights College Foundation to continue the bursary until all funds have been dispersed. While a balance remains and is held by the by the Foundation for disbursement, no additional funding will be provided.

BC Hydro continues to engage with Indigenous Nations and local Indigenous businesses to better understand their capacity and interest in participating in work on the Project.

7.2 Engagement with Local Indigenous Business Community

During the reporting period, BC Hydro continued to engage the local Indigenous Business community through the following initiatives:

- **Site C Business Directory:** BC Hydro continued to encourage businesses to register themselves on the Site C Business Directory. In doing so, any business, including Indigenous businesses, receive information about upcoming Project procurements and or other events.

- **North Indigenous Business Directory:** BC Hydro is working towards transitioning First Nation Designated Businesses (FNDBs) that we have built a relationship with on the Site C Project to other lines of BC Hydro business. We have built a searchable directory that shows the service provided by FNDBs. This action exemplifies the success of the working relationship BC Hydro and First Nations have built over the course of the Project and our commitment to continuing to strengthen the connections we have built by transitioning FNDBs into our other lines of work.
- **Business to Business Networking Sessions:** BC Hydro has previously hosted Business to Business Networking Sessions in the Peace region. The sessions provide an opportunity for proponent teams or contractors to meet with local, regional and Indigenous companies in an organized forum with the objective of forming partnerships and creating business opportunities. BC Hydro and Site C contractors previously participated in business networking sessions in the following First Nation communities:
 - Blueberry River First Nations;
 - Doig River First Nation;
 - McLeod Lake Indian Band;
 - Halfway River First Nation; and
 - Saulteau First Nations

While no Business to Business Networking Sessions took place during this reporting period, BC Hydro had numerous meetings with First Nation Designated Businesses, Nation's Economic Development Representatives and Site C Project Teams to discuss various potential procurement opportunities.

- **Business Development:** Indigenous designated businesses have been awarded work on the Project in the following areas in 2024-2025:

<ul style="list-style-type: none"> ○ Access and clearing work; ○ Aggregate Supply and Clearing Work; ○ Agriculture, crop & humidity monitoring; ○ Air Quality, Climate & Noise Monitoring; ○ Air, noise & climate monitoring; ○ Boat transportation services; ○ Bridge construction; ○ Civil Construction; ○ COVID-19 screening services; 	<ul style="list-style-type: none"> ○ Drainage Access and Clearing; ○ Electrical work; ○ Environmental monitoring; ○ Erosion and sediment control; ○ Fish habitat enhancement; ○ Fish surveys; ○ General Site Maintenance; ○ Headpond Bank Swallow Exclusion netting; ○ Highway decommissioning; ○ Health Clinic provider;
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- Matting supply and delivery;
 - Permanent Wash Station site preparation and installation;
 - Planting and revegetation;
 - Potential Acid Producing Rock mitigation work;
 - Project health clinic;
 - Quarry development and operation; Rare plant surveys;
 - Reclamation;
 - Recreational Site Construction;
 - Retaining wall construction;
 - Road grading and paving;
 - Road maintenance;
 - Security Services;
 - Seed collection & storage;
 - Seedling supply;
 - Shuttle services;
 - Signage;
 - Soil removal;
 - Scaffolding services;
 - Travelling Exhibit Transportation;
 - Water quality monitoring services;
 - Water Treatment Facility Operation and Qualified Environmental Professional Services;
 - Wildlife monitoring.
- **Procurement Process Support:** BC Hydro's Indigenous Relations Project team is always available to discuss procurement opportunities with various teams on the Site C Project. Indigenous Relations is integrated into procurement processes and provides input into upcoming procurement processes. BC Hydro works closely with Indigenous Nations and their designated businesses to understand their capacity and interest with respect to the Project in order to identify potential contracting opportunities.
 - **BC Hydro's Indigenous Procurement Policy:** Working together to build relationships that respect Indigenous peoples' interests is important to BC Hydro. One way BC Hydro is supporting the long-term economic interests of Indigenous peoples in British Columbia is by committing to directed procurement opportunities for the benefit of Indigenous communities in support of relationship agreements, impact benefit agreements and other arrangements with Indigenous Nations. Under BC Hydro's Indigenous Contract and Procurement Policy, BC Hydro has awarded over \$1.09 billion in contracts to qualified businesses designated by local Indigenous Nations with whom BC Hydro has agreements. The work carried out under these contracts includes:
 - Access and clearing work;
 - Aggregate supply and clearing work;
 - Agriculture, crop and humidity monitoring;
 - Air, noise and climate monitoring;
 - Boat transportation services;
 - Civil construction;
 - COVID-19 screening services;
 - Decommissioning work;
 - Electrical work;
 - Environmental monitoring;

- Erosion and sediment control;
- Fish habitat enhancement;
- Fish surveys;
- Grass seed supply;
- General site maintenance;
- Highway construction;
- Highway decommissioning;
- Headpond Bank Swallow Exclusion netting;
- Native plant propagation;
- Paving;
- Planting;
- Project health clinic;
- Permanent facilities construction;
- Potential Acid Producing Rock mitigation work;
- Quarry development and operation;
- Rare plant surveys;
- Reclamation;
- Reservoir clearing;
- Retaining wall construction;
- Recreational Site construction;
- Rip rap production;
- Road grading and paving;
- Road and bridge construction;
- Road Maintenance;
- Safety and security;
- Safety buoys;
- Scaffolding;
- Seed collection and storage;
- Seedling supply;
- Shoreline contouring;
- Shuttle services and boat transport;
- Signage;
- Soil removal;
- Supply and installation of turbines and generators;
- Site preparation;
- Substation work;
- Survey work;
- Traffic control services;
- Travelling exhibit transportation;
- Water quality monitoring services;
- Water Treatment Facility Operation;
- Warehouse construction;
- Water quality and sediment studies;
- Wetland mitigation;
- Wildlife shelter construction, installation, and monitoring.

8 Environmental Monitoring Programs- Indigenous Involvement in Site C Field Programs

Indigenous involvement in field studies for the Site C heritage program has been ongoing since 2010. Indigenous Nations that have participated as heritage or cultural monitors during this reporting period include the following First Nations:

- Blueberry River;
- Doig River;
- Halfway River;
- McLeod Lake;
- Prophet River;
- Saulneau; and
- West Moberly

BC Hydro has also facilitated Indigenous involvement in the Project's environmental programs, where possible. Indigenous Nations that have participated in ecological field surveys, fish and aquatic studies and environmental monitoring programs during this reporting period include the following First Nations:

- Blueberry River;
- Doig River;
- Halfway River;
- McLeod Lake;
- Saulneau; and
- West Moberly.

8.1 Methylmercury Monitoring Program

In collaboration with Indigenous Nations, communities and health authorities, BC Hydro developed a comprehensive [Methylmercury Monitoring Plan](#) for Site C to ,in part, verify predicted levels of methylmercury in fish in the Peace River. The plan includes several monitoring programs for measuring methylmercury levels in regional fish and different media from the Peace River area. The methylmercury levels are then used to inform fish consumption guidance. The resulting information and analysis will be shared and communicated, in partnership with health authorities, to Indigenous Nations and the general public.

During the reporting period, BC Hydro provided three methylmercury information session sessions:

- Dene Tha' - April 30, May 1st, 2nd

8.2 Site C- Indigenous Environmental Work Experience Program

The previous reporting period, BC Hydro expanded on a Professional Development Program for the Cultural Monitors (see 6.3), in which they could participate in professional development opportunities connected to the water, land, and wildlife. The collection of training sessions culminated with one or more credentials, including an opportunity to apply for an Applied Biologist Technician designation through the College of Applied Biologists in Victoria, BC. Courses included the following:

- Aquatics and Wetlands;
- Vegetation Identification and Classification;
- Seed Collection;
- Wildlife Management, Identification and Habitat; and
- Avian Identification and Habitat.

BC Hydro worked with Indigenous Nations on the development of the cultural monitoring and professional development programs until the program's end in November 2024.