



**Woodfibre
LNG**

Gender and Cultural Safety Plan

Annual Report

August 2025

for the Reporting Period of

July 1, 2024 to June 30, 2025

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List of Acronyms

2SLGBTQIA+	Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, and Plus
BC	British Columbia
EAC	Environmental Assessment Certificate
EAO	Environmental Assessment Office
EVA	Ending Violence Association
FWCC	Floatel and Workplace Culture Committee
FDS	Federal Decision Statement
GCSP	Gender and Cultural Safety Plan
GSAC	Gender Safety Advisory Committee
LNG	Liquefied Natural Gas
SNEAA	Squamish Nation Environmental Assessment Agreement

Executive Summary

Gender and culture-based violence are far-reaching and serious issues that must be prevented and addressed through the collaborative efforts of industry, government, communities, and society. Woodfibre LNG Project (the Project) recognizes that it has a key responsibility to deter and prevent gender and culture-based violence on its worksite, in workforce accommodations, and within the communities proximate to the Project. Through partnerships with First Nations impacted by the Project and local community organizations, Woodfibre LNG is investing in programs and services that aim to reduce incidents of violence and increase workers' understanding of what constitutes bullying, harassment and violence.

Woodfibre LNG acknowledges that Indigenous peoples, particularly women and girls, disproportionately experience incidents of abuse and harassment. The *National Inquiry into Missing and Murdered Indigenous Women and Girls* was foundational to exposing the harm and loss related to thousands of missing Indigenous women and girls. It identified the need to prioritize the safety of Indigenous women, recognizing them as important, valued, and equal to all other members of society. Woodfibre LNG is making efforts to build and operate a facility that respects and honours the Calls to Justice of the National Inquiry, listens to Indigenous voices and takes real steps to prevent any forms of harassment, discrimination, or violence.

Woodfibre LNG's Gender and Cultural Safety Plan¹ delineates mitigations to deter and prevent gender and cultural-based violence related to the Project. The Plan is a requirement of an amendment to the Environmental Assessment Certificate (EAC) # E15-02, issued by the British Columbia (BC) Environmental Assessment Office (EAO) in November 2023 (condition 26). As required by Plan, Woodfibre LNG is required to generate annual reports about the status, progress and effectiveness of the Plan's mitigations. ***This Annual Report summarizes the results of and progress on the Plan for the reporting period of July 1, 2024 to June 30, 2025.***

Woodfibre LNG uses an adaptive management approach to evaluate the effectiveness of mitigations. Based on monitoring and evaluation efforts to date, Woodfibre LNG has determined that the Gender and Cultural Safety Plan (GCSP) mitigations are effective and meeting the objectives defined in the plan.

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<https://projects.eao.gov.bc.ca/api/public/document/6644e69624b6ce0022ff52b9/download/Woodfibre%20LNG%20Gender%20and%20Cultural%20Safety%20Plan%20v8%20May13%20final%20clean.pdf>

1.0 Context and Purpose

1.1 Regulatory Context

The Woodfibre LNG Project is a liquified natural gas (LNG) facility located on the former Woodfibre Pulp Mill site approximately seven kilometers southwest of Squamish.

Woodfibre LNG Limited General Partnership Inc. (Woodfibre LNG) began construction of the facility in September 2023, following environmental assessment authorizations from the federal, provincial, and Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) governments.

On October 16, 2015, Woodfibre LNG received EAC # E15-02 from the BC EAO, which includes 25 conditions. Three EAC amendments were issued in 2017, 2019, and 2023, with a fourth amendment currently under review by the BC EAO to add a second Floatel to the Certified Project Description.

In 2016, Woodfibre LNG received a Federal Decision Statement (FDS) issued under Section 54 of the Canadian Environmental Assessment Act, 2012.

In addition to the EAC and FDS, the Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) conducted an independent environmental assessment of the Project and issued an environmental certificate in 2014. The certificate included 25 conditions for Woodfibre LNG, Fortis BC, and the Province of BC, thirteen of which applied directly to the Project. Woodfibre LNG and Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) entered into the Squamish Nation Environmental Assessment Agreement (SNEAA), a legally binding contract that describes the processes by which the Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) conditions will be satisfied. In 2023, Woodfibre LNG and the Sk̓wx̓wú7mesh Úxwumixw (Squamish Nation) agreed to amend SNEAA to add additional conditions specific to the Floatel, for a total of 17 conditions. A subsequent SNEAA amendment is currently under review for decision on the use of a second Floatel.

1.2 Corporate Commitment to Preventing and Addressing Violence

Woodfibre LNG is committed to avoiding, wherever possible, adverse social, environmental, health, cultural and economic effects associated with construction and operation of the LNG processing, marine storage, and off-loading facilities. This includes addressing the potential for gender and cultural-based violence and harassment, including that towards Indigenous women, girls, and 2SLGBTQIA+ peoples, both on the Project (at the site and in workforce accommodations) and in the community. This is important not only from a human rights and safety perspective but also because gender and cultural-

based violence inhibits the ability of women, Indigenous people and 2SLGBTQIA+ people from participating in the workforce and fostering economic independence.

Woodfibre LNG has committed to being a safe, inclusive workplace that will not tolerate any form of bullying, harassment or violence.

1.3 About the Gender and Cultural Safety Plan

A GCSP was developed in early 2024, in consultation with First Nations impacted by the Project and stakeholders. This included the Gender Safety Advisory Committee (GSAC) that was established by the Company in spring 2023 and that is comprised of both Indigenous and non-Indigenous women from Squamish.

The GCSP identifies mitigations to prevent and deter gender and cultural-based violence and harassment that could be experienced by the Woodfibre LNG workforce and community members within or near the District of Squamish.

The GCSP, approved by the EAO in May 2024, outlines the Company's initiatives focused on:

- **Prevention:** offering education and awareness through training initiatives, fostering a culture of speaking up rather than being a bystander, and developing policies to deter gender-based violence that stem from relevant legislation.
- **Response:** creating procedures for reporting complaints and incidents, ensuring support is available to victims who experience violence or mental health issues in and outside of the workplace, and by implementing a Worker Feedback Program and Floatel and Workplace Culture Committee (more below on these initiatives) to improve worker experience, including gender and culture experience.

The GCSP includes a commitment to generate annual reports beginning one year after the Project's floating workforce accommodation at the site, the Floatel, became operational. The Floatel became operational on June 21, 2024 and this annual report is intended to inform Project regulators, stakeholders, and the general public about reporting metrics, mitigation effectiveness, and adaptive measures required and/or implemented during this first year of Floatel operations². The reporting period for this annual report is Q3 2024 (July 1, 2024) to Q2 2025 (June 30, 2025).

² The Floatel commenced operations on June 21, 2024; however, metrics collected between June 21 and June 30, 2024 were minor and included in the Q3 2024 period.

2.0 Key Project Construction Activities

The Project formally met EAO requirements to begin construction as of September 15, 2023. Formal construction activities began on November 2, 2023, after the Project satisfied outstanding conditions under SNEAA.

Key Project activities that occurred during the reporting period were:

- Arrival of the Floatel at the Project site on June 21, 2024, to house the majority of the non-local construction workforce, and regulatory processes initiated for a second Floatel
- Demolition of the old administration buildings and the power station from the former Woodfibre Pulp operations
- Completion of in-water works and piling activities required for the marine offloading facility
- Foundations for the main process modules and pipe racks
- Arrival of the first seven prefabricated pipe rack modules to the site in May 2025
- Backfilling, grading, rock scaling and advancement of onshore casings for floating storage tank mooring structures

3.0 Reporting on GCSP Mitigations

Woodfibre LNG oversees and manages the mitigations in the GCSP to ensure that gender and culture-based violence and harassment potentially experienced by the workforce or community members are successfully monitored and mitigated during construction and operation of the Project, implementing an adaptive management approach if required. This section reports on one full year of metrics identified in the GCSP, collected between Q3 2024 and Q2 2025. **Appendix 1** summarizes the status of implementing GCSP initiatives to date.

3.1 Worker Code of Conduct, Policies and Standards for Behaviour

3.1.1 About the Worker Code of Conduct

Overview

The Worker Code of Conduct establishes a set of guidelines and expectations that govern the behaviour and actions of workers during their employment tenure on the Project. It provides a comprehensive framework outlining the standards, values, and principles that local and non-local workers are expected to adhere to, whether on or off duty.

Woodfibre LNG has implemented the Worker Code of Conduct to ensure clarity and commitment among workers about core values while working on and for the Project. It is meant to support a positive and inclusive work environment but also promotes integrity, professionalism, and compliance with legal and regulatory requirements. By providing a clear roadmap for acceptable and unacceptable behaviour, the Woodfibre LNG Worker Code of Conduct fosters a culture of trust, respect, and accountability among employees, contributing to the overall success and reputation of the Company.

The Worker Code of Conduct outlines expectations as they pertain to:

- Drug and alcohol use, which is prohibited as per the Alcohol and Drug Policy.
- Respectful behaviour, as detailed in the Workplace Bullying, Harassment, and Discrimination Policy.
- Gender-based violence and harassment, including acknowledgment of the Calls for Justice of the *National Inquiry into Missing and Murdered Indigenous Women and Girls*.
- Workplace violence and possession of weapons, which are prohibited in the workplace and workforce accommodations.

- Community safety and respect for all, ensuring that workers always conduct themselves in an appropriate manner, including while in the community of Squamish.

The Worker Code of Conduct is reviewed and acknowledged by all workers during orientation and all workers are required to read, understand, and accept the terms and conditions by signing the document prior to commencing work on the Woodfibre LNG Project. Individuals who are unwilling to sign the Worker Code of Conduct cannot start work on the Project. Serious infractions to the Worker Code of Conduct may result in removal from the workplace and a permanent ban from working on the Project.

Metrics

All workers hired on the Project underwent mandatory orientation training, which included acknowledging and physically signing a copy of the Worker Code of Conduct (Table 3.1).

Table 3.1 Worker Code of Conduct Metrics Q3 2024 and Q2 2025.

Worker Code of Conduct Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Workers who Signed Code of Conduct	866	735	430	390	2,421
% Workers who Signed Code of Conduct	100%	100%	100%	100%	100%

3.1.2 Incident Reporting

Overview

Woodfibre LNG has established procedures to ensure workers have clear mechanisms available to support them with cases of bullying, harassment, discrimination, medical or mental health issues, and violence, including gender or culture-based violence. Woodfibre LNG has established clear protocols and offers various mechanisms for workers to report incidents of discrimination, harassment, or violence safely and confidentially. This includes a confidential, third-party managed reporting line for workers to report concerns, issues or incidents – anonymously if desired – without fear of reprisal.

Community members and the general public are also welcome to make reports or submit queries on any aspect of the Project to the Community Feedback email and telephone line³.

³ <https://woodfibrelng.ca/contact-us/>

Metrics

During the reporting season, no reports were made to the third-party managed reporting line (Table 3.2). A total of 27 complaints were made to the community feedback line, of which one was specific to the Worker Code of Conduct.

Table 3.2 Incident Reporting Metrics between Q3 2024 and Q2 2025.

Incident Reporting Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Reports to the Third-Party Reporting Line	0	0	0	0	0
Number of General Complaints to the Community Feedback Line ¹	3	2	5	17	27
Number of Complaints to the Community Feedback Line specific to the Worker Code of Conduct ²	0	0	0	1	1

¹This metric includes all Project-related complaints, including those related to light, noise, vehicle and marine traffic, wake, etc.

²There was one reported community incident of a worker exhibiting poor behaviour. The individual was terminated and permanently banned from the Project.

3.1.3 Consequences Management and Corrective Action

Overview

Woodfibre LNG's approach for managing consequences for breaches of the Worker Code of Conduct and relevant policies, including all forms of harassment, can be characterized as a progressive discipline approach. It involves a series of escalating steps, starting with verbal warnings for minor offenses and progressing to more formal measures up to and including termination and permanent ban from the Project.

Woodfibre LNG formally documents and investigates all reported incidents and breaches of the Worker Code of Conduct, and disciplinary actions are decided by the Project's Consequences Management Committee once the investigation is complete.

Confirmed incidents of bullying, harassment and discrimination of any sort, including based on gender or sex, are considered serious violations to the Worker Code of Conduct and result in termination from the Project. Any individual accused of sexual harassment is removed immediately from the site and not allowed to re-access the site until the investigation is complete.

Metrics

There were 99 violations of the Worker Code of Conduct during the reporting period (Table 3.3), with the vast majority of incidents being related to drugs and alcohol. There were two incidents of sexual harassment during the reporting period. In both cases, the affected individuals reported the incidents to their supervisors and site security conducted

investigations. Following the investigations, the individuals accused of sexual harassment were terminated and permanently banned from the Project.

Table 3.3 Compliance Assessment and Corrective Action Metrics between Q3 2024 and Q2 2025.

Compliance Assessment and Corrective Action Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Worker Code of Conduct Violations	20	42	22	15 ¹	99 ²
<i>Alcohol and drugs</i>	20	37	15	7	79
<i>General bullying, harassment, violence</i>	0	5	0	0	5
<i>Sexual or gender-based bullying, harassment and violence</i>	0	0	0	2	2
<i>Poor behavior and inappropriate language</i>	0	0	7	4	11
<i>Theft</i>	0	0	0	1	1
<i>Prohibited weapon</i>	0	0	0	1	1

¹ In addition to the 15 Code of Conduct violations for Q2 2025, there were two verbal warnings given to individuals. These were not considered Code of Conduct violations and immediate action was taken by the individuals to correct the behaviour.

² All Worker Code of Conduct violations during the reporting period resulted in removal from site and permanent ban from the Project.

3.2 Committees

Woodfibre LNG has established the GSAC and the Floatel and Workplace Culture Committee (FWCC), which support gender and cultural safety in the workplace, in workforce accommodations including the Floatel, and in the community. Committee roles and associations are included in **Appendix 2**.

3.2.1 Gender Safety Advisory Committee

Overview

In the spring of 2023, Woodfibre LNG established the GSAC, which consists of representatives from Woodfibre LNG, Skwxwú7mesh Úxwumixw (Squamish Nation), Tsleil-Waututh Nation, FortisBC, District of Squamish, and community service organizations (**Table A2.1**). The committee is dedicated to promoting a safe, welcoming, and equitable environment for all workers and community members.

The GSAC has a mandate, defined in a Terms of Reference, to provide input on Woodfibre LNG's gender safety programming and to make recommendations on how the Project manages safety and security impacts for Indigenous women and girls, other women and girls in the broader community, and 2SLGBTQIA+ people. As per EAC Amendment #3, the GSAC will remain in place while the Floatel is operational to provide mutual assurance of its ongoing function.

The GSAC is a fundamental group with whom Woodfibre LNG consults regarding gender and cultural safety. The Committee provided feedback on development of the GCSP in early 2024. Members participate and support actions identified in the GCSP; are invited to review corporate policies, practices and procedures, and training; and make recommendations for updates or changes to align with the Project's gender and cultural safety goals.

Meetings

The GSAC meets at least quarterly to discuss GCSP metrics and effectiveness of mitigations and to advise if any adaptive management approaches are warranted. During the reporting period, the Committee met five times. Key topics of discussion included:

- Gender and cultural safety initiatives, programming and other considerations specific to the Floatel, in advance of it arriving on site and becoming occupied by workers;
- Gender and cultural safety initiatives as they pertain to the community, with consideration for a provincial campaign to declare gender-based violence an epidemic;
- Quarterly review of gender safety metrics and the gender safety research project;
- Recruiting and hiring for the Indigenous Cultural Manager positions;
- Supporting women in trades through the development of a Communications Outreach Plan and engagement with the BC Centre for Women in Trades.

A summary of Committee meetings, including dates; recommendations; and actions are summarized in **Appendix 3**.

Other Activities

In addition to its quarterly meetings, the GSAC participated in the following engagements and events during the reporting period:

- On June 5, 2024, members of the GSAC participated in the *Innovative Approaches to Gender Safety in the Resource Development Industry* panel at the 2024 Indigenous Partnerships Success Showcase event.
- In fall 2024, several GSAC members visited Ottawa to meet with senior and elected government officials, including from Women and Gender Equality Canada and Natural Resources Canada, and shared information about the leading-edge gender and cultural safety work.

- In November 2024, GSAC made a written submission to the House of Commons Standing Committee on the Status of Women for its study on gender-based violence and femicides in Canada.⁴
- GSAC members had several opportunities to tour the Floatel and see the programming being implemented on-board.
- Throughout the year, the GSAC participated in activities to commemorate historical events that targeted violence against women; to honour the lives of murdered women, such as Red Dress Day and the Ecole Polytechnique tragedy⁵; and to celebrate the ongoing achievements of women through recognition of International Women’s Day⁶.

Metrics

A total of five GSAC meetings were held during the reporting period (Table 3.4).

Table 3.4 Gender & Cultural Safety Committee (GSAC) Metrics Tracked between Q3 2024 and Q2 2025.

GSAC Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Meetings	2	1	1	1	5

3.2.2 Floatel and Workplace Culture Committee

Overview

The FWCC is a regulatory requirement of Amendment #3 to EAC # E15-02 and was established as part of Woodfibre LNG’s commitment to ensuring a safe, inclusive work and living environment for workers. The FWCC’s Terms of Reference was finalized in February 2025, centred on a mandate to enhance workplace culture, build engagement, reinforce safety and camaraderie, and elevate overall worker satisfaction on the Project.

FWCC members are appointed by Woodfibre LNG and consist of representatives from Woodfibre LNG and other Project personnel (**Table A2.2**). In accordance with the Terms of reference, the FWCC is responsible for:

- Generating actionable measures to track, review, respond to, and improve upon the Project’s work culture and environment.

⁴ <https://www.ourcommons.ca/Content/Committee/441/FEWO/Brief/BR13432987/br-external/WoodfibreLNG-e.pdf>

⁵ <https://woodfibrelng.ca/news/2024/12/06/advancing-gender-and-workplace-safety-lessons-from-history-and-commitments-to-action-on-the-commemoration-of-the-ecole-polytechnique-tragedy/>

⁶ <https://woodfibrelng.ca/news/2025/03/07/building-the-future-women-shaping-bcs-lng-sector/>

- Documenting weekly inspections to ensure rules and policies are appropriately displayed in communal areas of worker accommodations.
- Providing opportunities for workers to provide feedback and recommendations.
- Advancing worker feedback and opportunities for improvement.
- Receiving worker survey results and participating in implementation of relevant, actionable findings.
- Discussing concerns observed or raised by workers, including any related to potential sexual exploitation.
- Initiating activities and programming to enhance workplace culture and worker engagement.
- Identifying opportunities to enhance the on-board experience for workers.
- Reviewing reports and metrics related to worker experiences on the Project and on the Floatel.

Meetings

The FWCC aims to meet quarterly. During the reporting period, the Committee had its first meeting on March 27, 2025, at which members reviewed the Terms of Reference, worker feedback, and metrics. Action items received during the meeting were documented (Table 3.5).

Table 3.5 *Floatel and Workplace Culture Committee Quarterly Meeting Dates, Action Items, and Status between Q3 2024 and Q2 2025.*

Meeting Date	Action	Summary	Status
27 March 2025	Put informational signage in rooms advising people that steam sets off the alarms. Ensure bathroom doors are closed to prevent steam from escaping and setting off alarm.	Update at next meeting	Ongoing
	Add safety and events information to elevators and change as needed.	Update at next meeting	Ongoing
	Comments or suggestions for metrics that can be tracked for this committee.	No additional metrics were added; however, new metrics can be added as required.	Ongoing

Metrics

Weekly inspections have been conducted since commencement of Floatel operations, ensuring rules and policies are displayed in communal areas (Table 3.6). In June 2024, orientation protocols and signage were set up as part of Floatel mobilization. Weekly inspections were conducted by the Floatel Cultural Manager on duty until October 2024, when the site Health, Safety and Environment lead assumed responsibility for reviewing internal signage as part of the health and safety walkthrough. During the reporting period,

signage was confirmed to be visible and in good condition in all required locations. Signage reflected the most up-to-date rules and policies, and workers indicated good awareness of posted policies. Holiday programming did not interfere with internal signage and when the Floatel workforce expanded, onboarding protocol ensured continued compliance in temporary accommodation zones. Weekly inspections have indicated complete compliance during this reporting season (Table 3.6).

Table 3.6 Floatel and Workplace Culture Committee Metrics Tracked between Q3 2024 and Q2 2025.

Floatel and Workplace Culture Committee Metrics	Q3 2024*	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Weekly Inspections Conducted	13	13	12	13	51
Number of FWCC Meetings	0	0	1	0	1

*The Floatel commenced operations on June 21, 2024. Although part of Q2 2024, any inspections conducted between June 21 and June 30 have been included in Q3 2024 (i.e., one inspection).

3.3 Workforce Training and Initiatives

Overview

Woodfibre LNG has developed numerous training sessions to prevent, deter, and manage potential impacts related to gender and cultural-based violence on the Project, including on the Floatel and in Squamish. The mandatory training provided to all workers as part of orientation and onboarding includes the following components:

- Bullying and Harassment Prevention Training.** The program educates workers and managers about acceptable and unacceptable behaviours; educates individuals on how to recognize, prevent, and report incidents of bullying and harassment; and characterizes a workplace culture that promotes respect, inclusion, and the prevention of harmful conduct. It is a comprehensive and proactive program that begins with top-level commitment and permeates through to on-the-ground workers.
- Violence and Harassment Prevention Program.** A dedicated prevention program that is provided to all workers, with a more robust program for supervisors. Workers are equipped with the knowledge of what constitutes harassment and gain the skills needed to recognize, prevent, and address instances of violence and harassment (including discrimination). The program highlights procedures for reporting incidents and potential consequences for exhibiting any form of violence, harassment, and/or discrimination
- Gender and Cultural Awareness Training.** Program delivered to increase awareness and understanding of gender and cultural differences, promoting

respectful and inclusive interactions, and creating environments where individuals from diverse backgrounds feel safe and respected. The training is delivered by Skwxwú7mesh Úxwumixw (Squamish Nation) members and educates workers about Indigenous peoples' history, diversity, experiences, and cultural practices, with a focus on the Squamish and other coast Salish Nations such as Tsleil-Waututh. It includes discussions about residential schools and cultural genocide, the ongoing crisis related to Missing and Murdered Indigenous Women and Girls, and archaeology (including chance find procedures).

- **Addictions Awareness Program.** Training provided to educate workers about the signs and symptoms of addiction, the physiological and psychological aspects of substance use, and the available resources for prevention, intervention, and treatment. Woodfibre LNG has a zero-tolerance alcohol and drug standard and the program will contribute to creating a more informed and supportive work environment that is better equipped to tackle the challenges associated with addiction and substance misuse.

Woodfibre LNG's Bullying and Harassment Prevention Training program is supplemented by the *Be More than a Bystander* program that is delivered in partnership with Ending Violence Association (EVA) of BC. This program, which is not part of onboarding and orientation, began in October 2024 and fosters a culture of speaking up and not tolerating gender and cultural violence.

Metrics

All workers on the Project have participated in the mandatory Bullying and Harassment Prevention Training, Violence and Harassment Prevention Program, Gender and Cultural Awareness Training, and Addictions Awareness Training, which are delivered as part of the onboarding and orientation process. During the reporting period, a total of 2,421 workers received these mandatory trainings (Table 3.7). The *Be More than a Bystander* program delivered by EVA BC was mandatory for senior Woodfibre LNG and main contractor leadership and voluntary for other workers. This program was promoted on the Floatel digital screens and on the in-room TV's two weeks prior to the sessions conducted in Q1 2025 and Q2 2025. During the reporting period, three sessions were attended by 46 participants (Table 3.7).

Table 3.7 Floatel and Workplace Culture Committee Metrics Tracked between Q3 2024 and Q2 2025.

Workforce Training Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Workers who Participated in Mandatory Trainings	866	735	430	390	2,421

% Workers who Participated in Mandatory Trainings	100%	100%	100%	100%	n/a
Number of <i>Be More than a Bystander</i> Sessions	n/a	1	1	1	3
Number of <i>Be More than a Bystander</i> Participants	n/a	26 ¹	20 ²	0	46

¹ Mandatory session was attended by nine members of senior WLNG leadership and voluntarily attended by 17 WLNG staff members.

² Mandatory session was attended by 15 senior representatives from WLNG and main contractors (McDermott and Ledcor-Bird) and voluntarily attended by five Floatel residents.

3.4 Community Training and Initiatives

Woodfibre LNG has developed and is implementing community training initiatives to raise awareness about personal safety and consent. In addition, a graduate-level research project is being conducted to better understand the prevalence of sexual and gender-based violence, harassment, and bullying in the community.

3.4.1 Personal Safety Training

Overview

Woodfibre LNG offers a personal safety training program to help community members feel secure, respected, and valued. Self-protection and personal safety seminars are offered by Jennifer Bajus⁷ for people living in the Squamish area. The key objective is to reduce vulnerability to assault and increase personal confidence and security, particularly among women, girls, and 2SLGBTQIA+ people.

Seminar participants develop a foundational understanding of personal safety, which includes an overview of the following components:

- Avoiding Potentially Threatening Situations
 - In-depth exploration of toxic relationship patterns.
 - Defining consent and tips for communication and boundaries.
 - Recognizing ten gut feelings that should not be ignored.
 - Spatial awareness, body language, and techniques to protect and set boundaries around one's personal space.
- De-escalation
 - Top five points to safety.
 - Recognizing violent perpetrators may seek possession, body, or life, and practicing scenarios to get out of harm's way if possession is the goal.
- Engagement and Removing Oneself to Safety
 - Learning and recognizing social versus asocial violence.

⁷ <https://kravmagaforcefire.com>

- Identifying vulnerable parts of the human body to strike and how to shut down the brain.
- Understanding the implications and physiological impact of strikes.
- Partner work for practical application.

Metrics

During the reporting period, three personal safety training seminars were held – two in Squamish at Totem Hall and one in North Vancouver at Chief Joe Mathias Centre (Table 3.8). There were 24 attendees across all three seminars.

Table 3.8 Personal Safety Training Seminars and Attendance between Q3 2024 and Q2 2025.

Workforce Training Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Seminars Held	2	0	1	0	3
Number of Seminar Attendees	19	n/a	5	n/a	24

3.4.2 Consent Training

Overview

To reduce the vulnerability of youth and provide a long-term benefit to the community, Woodfibre LNG is supporting a local not-for-profit organization in Squamish (PearlSpace⁸) to deliver annual consent training to high school students in Squamish.

Supported by capacity funding provided by Woodfibre LNG, PearlSpace's youth education team will deliver the *Violence is Preventable* education program to Grade 10 and Grade 11 students at Howe Sound Secondary School beginning in September 2025. The program encourages discussions with youth on the impact of violence in their world, healthy relationships, bullying (including cyber bullying), boundaries, and how to keep safe. It also focuses on the prevention, education, and awareness of sexual exploitation of children and youth in the Sea to Sky Corridor.

Metrics

Consent training will begin in September 2025, and metrics will be included in the second GCSP annual report.

⁸ <https://pearlspace.ca>

3.4.3 Gender Safety Research Project

Overview

Although not required by the EAO amendment, Woodfibre LNG is funding a graduate-level research project to obtain regional data related to incidents of sexual and gender-based violence, harassment, and bullying in the community during the construction phase of the Project.

The research project was initiated in September 2023 by a researcher from the University of Victoria, who undertook a comprehensive literature review to examine persistent challenges encountered by Indigenous communities, particularly women, girls, and 2SLGBTQIA+ individuals, within the context of resource extraction projects in Canada. The research observed challenges related to primary data collection, specifically with respect to the capacity of organizations to collect the data, a lack of standardization between organizations collecting data, and accessibility of collected data. In addition, there were observed challenges around quantifying cumulative Project effects in the context of regional population growth and increasing tourism.

As of August 2024, an independent researcher⁹ has taken over the project. The researcher is focusing on secondary data collection including community-based indicators.

The project findings will aim to provide insight into trends and the relationship between industrial development projects and violence against Indigenous women, girls, and 2SLGBTQIA+ people. The findings are reported to the Gender Safety Advisory Committee.

Metrics

During the reporting period, updates on the Gender Safety Research Project were regularly provided to the GSAC. In Q3 2024, the GSAC received an update on the requirement for resource projects to implement tracking systems for reporting incidents and discussed the challenges associated with collecting this type of data. An annual report for Year 1 of the research project was also developed and provided to Woodfibre LNG.

As the Gender Safety Research Project has not yet collected and summarized data, there are no metrics to provide for this reporting period.

3.5 Medical Services

Overview

Woodfibre LNG offers a comprehensive health and wellness program to support the physical and psychological well-being of the workforce through access to medical

⁹ <https://howsebusiness.ca>

professionals, medical referrals (including access to mental and sexual health referrals), and healthy living workshops and events. The program aims to address the mental and physiological health challenges often faced in the workplace and create a supportive environment that fosters emotional resilience while offering tools and services to improve general and mental health.

Metrics

During the reporting period, workers had access to a medical clinic on the Floatel staffed 24/7 by a Nurse Practitioner and Advanced Care Paramedic. There were 1,469 visits to the on-site medical clinic (Table 3.9).

Table 3.9 Medical Services Metrics between Q3 2024 and Q2 2025.

Medical Services Metrics	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Annual Total
Number of Medical Professionals on Floatel / Site	23	23	23	23	23
Number of visits to on-site Medical Clinic ¹	179	478	470	342	1,469
Occupational medical incidents	10	26	48	40	124
Non-occupational medical incidents	169	452	422	302	1,345
Number of referrals for off-site medical diagnostic services ²	4	4	10	18	36

¹ There were no self-disclosures during the reporting period related to referrals for mental and sexual health services.

² Off-site medical diagnostics could have occurred in Squamish or at a hospital or clinic in workers' home communities.

3.6 Worker Feedback Program

Woodfibre LNG provides several reporting mechanisms for workers and the general public to report complaints, allegations, and concerns, including those related to gender and cultural-based violence.

Overview

A worker feedback program was developed by Woodfibre LNG to promote an open and transparent environment where workers can share their experiences, thoughts, and suggestions about their workplace, including ways to make it safer and more enjoyable. Workers are provided the opportunity to provide feedback based on gender and cultural experience, as well as feedback on their experiences residing on the Floatel and how to improve amenities, including physical and mental health services and recreational / leisure facilities.

In addition to the worker feedback program, the Floatel operator offers workers the opportunity to complete a voluntary *Resident Satisfaction Survey* at the end of their shift rotation, during check-out of the Floatel. The survey asks workers about their level of

satisfaction with services and amenities, and to raise concerns about noise and air quality. The workforce response rate is approximately 15-20% per survey. To date, the survey has demonstrated overall worker satisfaction with rooms, services and amenities on the Floatel. There were some concerns or suggestions raised about wi-fi strength, room noise, room temperature/air control and food choices. Bridgemans invites workers to leave their contact information so they can follow up and resolve the issues raised to the extent possible.

Woodfibre LNG is continuing to work with Bridgemans and the GSAC to determine how best to improve upon the survey and develop other mechanisms to measure worker satisfaction, worker behaviour indicators and program effectiveness.

Metrics

Woodfibre LNG recognizes that feedback related to worker experiences while working on the Project and residing at the Floatel is critical for the long-term success of the Project. During the reporting period, Woodfibre LNG conducted one in-person survey with ~25 Floatel workers (Q3 2024), which provided the following results:

- 67% of workers strongly agreed, agreed, or were neutral that the Floatel is a satisfactory camp environment.
- 71% of workers strongly agreed, agreed, or were neutral that the Floatel provides a high-quality experience compared to other camp environments.
- 87% of workers strongly agreed, agreed, or were neutral that the Floatel provides good service and amenities.
- 96% of workers strongly agreed, agreed, or were neutral that they feel safe on the Floatel.
- 100% of workers strongly agreed, agreed, or were neutral that they feel welcomed on the Floatel.
- 80% of workers strongly agreed, agreed, or were neutral that they feel the gender and cultural safety programming is effective.

3.7 Indigenous Group Follow-up Monitoring

Skwxwú7mesh Úxwumixw (Squamish Nation) conducts regular outreach and engagement with community members to identify adverse effects associated with community members to identify adverse effects pertaining to the use of community services and infrastructure, as well as cultural or contemporary land and resource use practices. Through this process, Skwxwú7mesh Úxwumixw (Squamish Nation) community members may raise questions or concerns about gender and cultural safety.

Woodfibre LNG supports Skwxwú7mesh Úxwumixw (Squamish Nation) follow-up monitoring activities by providing requested information, including reporting metrics as available and details of incidents, and working collaboratively to address unforeseen adverse effects if and when they arise.

Woodfibre LNG also works with Tsleil-Waututh Nation to implement GCSP monitoring processes that effectively engage members and address any concerns.

4.0 Adaptive Management

Woodfibre LNG takes an adaptive management approach to all management plans, including the GCSP, to evaluate the effectiveness of mitigations. This is an iterative process that includes mitigation development, implementation, monitoring, reporting, and evaluation, with the cycle repeating until adverse impacts are sufficiently reduced.

Based on monitoring efforts and feedback to date from the GSAC and First Nations, Woodfibre LNG has determined that GCSP mitigations are effective and meeting the objectives defined in the plan.

Woodfibre LNG is committed to continuing to work with the GSAC, First Nations, and other stakeholders to evaluate and adjust GCSP mitigations and related programming, based on metrics, for the life of the Project. In addition, Woodfibre LNG is considering other trainings and healthy living initiatives to be provided to the workforce, with input from the GSAC and Floatel and Workplace Cultural Committee.

Woodfibre LNG continues to adhere to a zero tolerance for behaviours that violate the Worker Code of Conduct, including possession or use of alcohol or drugs, bullying, harassment and violence of any kind. While the number of alcohol and drug violations initially increased in 2024 Q4 after implementing canine detection services and random bag searches, the number subsequently decreased in quarters that followed. The presence of trained detection dogs and bag searches act as both a preventative and enforcement measure, by increasing the likelihood of substances being found and thereby deterring workers from bringing substances onto the site.

Any unexpected effects, if and when they occur, will be reviewed by Woodfibre LNG in collaboration with the GSAC and First Nations, and changes will be implemented as required to address or prevent unexpected effects. Woodfibre LNG will continue to discuss additional training opportunities and other mitigations with the Gender Safety Advisory Committee in effort to reduce.

5.0 Appendices

The following are appended to the 2024 – 2025 Annual Report:

Appendix 1: GCSP Implementation Plan

Appendix 2: Committee Membership

Appendix 3: Summary of GSAC Meetings

Appendix 1
GCSP Implementation Plan

Internal

Initiative	Relevant GCSP Section	Relevant GCSP Objectives (3.1)	Responsibility	Groups Involved or Engaged	How Groups Will be Engaged	Tracking mechanism	Reporting (metrics)	Frequency
Worker Code of Conduct	4.1.1	a, b, c, d, e	WLNG	All workers (WLNG and contractors)	All workers must sign a common Project Code of Conduct during orientation, by electronically acknowledging the Code during orientation and physically signing it, prior to starting work on the Project. The Code of Conduct is also posted in common areas of the Floatel (info terminals) and is included in the welcome binders on the Floatel.	Part of orientation program	100% of workers must participate in orientation program that discusses the Code of Conduct at length. Workers must subsequently sign the Code of Conduct to begin work on the Project. Number of violations to the Code of Conduct	Ongoing (as hired and onboarded)
Bullying, Harassment and Discrimination Policy	4.1.2	a, b, c, d, e	WLNG	All workers (WLNG and contractors)	By signing Code of Conduct, workers agree to abide by the Bullying, Harassment and Discrimination Policy specified in the Code of Conduct. The policy is also covered during the mandatory worker orientation and copies are available from designated Project personnel (e.g., HSSE).	Part of orientation program	100% of workers must sign the Code of Conduct (and thereby confirm their understanding of the policy) to begin work on the Project Number of violations to the Policy (Code of Conduct)	Ongoing (as hired and onboarded)
Standards for Behaviour	4.1.4	a, b, c, d, e	WLNG	All workers (WLNG and contractors)	By signing Code of Conduct, workers agree to maintain a minimum Standard for Behaviour. This is also covered and communicated to workers during orientation.	Part of the orientation program	100% of workers must sign the Code of Conduct (and thereby confirm their understanding of the standard of behaviour) to begin work on the Project. Metrics identified in section 4.1.4 of the Plan, provided anonymity can be protected. Number of violations to the Code of Conduct (poor behaviour)	Ongoing (as hired and onboarded)
Bullying and harassment training	4.2	a, b, c, d, e, g	WLNG	All workers (WLNG and contractors)	All workers must complete bullying and harassment training during onboarding	Part of orientation program	100% workers must complete the training to begin work on the Project	Ongoing (as hired and onboarded)
Violence and harassment prevention training	4.9	a, b, c, d, e, g	WLNG	All workers (WLNG and contractors) Ending Violence Association of BC	All workers must complete violence and harassment prevention training during onboarding	Part of orientation program	100% workers must complete the training to begin work on the Project	Ongoing (as hired and onboarded) with annual refresher

Initiative	Relevant GCSP Section	Relevant GCSP Objectives (3.1)	Responsibility	Groups Involved or Engaged	How Groups Will be Engaged	Tracking mechanism	Reporting (metrics)	Frequency
Gender safety and cultural awareness training, including on privilege, discrimination and MMIWG	4.6	a, b, c, d, e, g, h	WLNG	All workers (WLNG and contractors) Squamish Nation	All workers must complete gender and cultural awareness training, in-person/on-site, during onboarding	Part of orientation program	100% workers must complete the training to begin work on the Project	Ongoing (as hired and onboarded)
More than a bystander training (not mandatory)	4.6	a, b, c, d, e	WLNG	Workers on the floatel (WLNG and contractors) Ending Violence Association of BC	WLNG has a contract with EVA BC for delivery of this training program. Sessions are mandatory for Project management personnel and are voluntary for Floatel workers.	Offered on the Floatel	Number of workers who take this voluntary training	Bi-annually
Communication and public display of Worker Code of Conduct and policies	4.1.1	a, b, c, d, g	WLNG and Bridgemans	Floatel and Workplace Culture Committee Indigenous Floatel Cultural Managers Gender Safety Advisory Committee	Code of Conduct is posted on the Floatel and shared in welcome binders The Committees provides ongoing feedback on how to strengthen communication channels	Signage displayed on the Floatel	Weekly inspections	Monthly, as it becomes available
Confidential reporting mechanisms including reporting line	4.4	f, g	WLNG	All workers (WLNG and contractors); third-party reporting line provider	Information about reporting mechanisms is displayed on the floatel/ on site and communicated to workers during orientation / through welcome binders. The third party confidential reporting hotline is available at 1-800-661-9675 and https://woodfibrelng.confidenceline.com	Information to be displayed in common areas Covered as part of onboarding	Number of violations to the Worker Code of Conduct	Monthly, as it becomes available
Progressive discipline approach	4.1.3	c, d, f	WLNG	All workers (WLNG and contractors) McDermott, other contractors Floatel and Workplace Culture Committee Gender Safety Advisory Committee	Workers are notified of the progressive discipline approach and consequences for non-compliance with the Code of Conduct and relevant policies during onboarding	Part of orientation program	Number of violations to the Worker Code of Conduct Behaviour indicators described in the plan under section 4.1.4	Monthly, as it becomes available
Corrective and preventive actions	6.3.2	c, d, f	WLNLG and MDR	All workers (WLNG and contractors)	Similar to other management plans such as the CSIMP, contractors deploy corrective and preventive action plans	Part of orientation program	Corrective action plans as described in the Gender and Cultural Safety Plan	Ongoing

Internal

Initiative	Relevant GCSP Section	Relevant GCSP Objectives (3.1)	Responsibility	Groups Involved or Engaged	How Groups Will be Engaged	Tracking mechanism	Reporting (metrics)	Frequency
				McDermott, other contractors, Floatel operator Floatel and Workplace Culture Committee Gender Safety Advisory Committee				
Floatel and Workplace Cultural Committee	5.0	a, b, e, f, g, h, i	WLNG, Bridgemans, McDermott	McDermott, other contractors Indigenous Floatel Cultural Manager	The Committee aims to meet at least quarterly – provides an avenue for regular feedback and input on programming, actions and initiatives The Committee includes the Indigenous Floatel Cultural Manager(s).	Internal tracking	Meeting minutes/ action logs	Quarterly
Personal safety/ situational awareness training	4.6	c, d, g	WLNG	Gender Safety Advisory Committee Jennifer Bajus (Krav Maga Force Fire)	Community members are invited to participate in training sessions (including public invitations – newspaper, social media, etc.) as they are offered by the Company.	Part of WLNG gender safety programming implementation plan	Number of people who do the training	Quarterly
Consent training for students and youth	4.6	c, d, g	WLNG	Gender Safety Advisory Committee PearlSpace Howe Sound Secondary School	PearlSpace delivers annual consent training to high school students in Squamish.	Part of WLNG gender safety programming implementation plan	Confirmation of training sessions delivered	Annually
PearlSpace services (enhanced capacity funding from WLNG)	4.6	g, h	WLNG	PearlSpace	Woodfibre LNG provides annual capacity funding to PearlSpace to offer third-party reporting and other victim support services.	Part of WLNG gender safety programming implementation plan	Number of clients served (related to WLNG Project) Number of third-party reported incidents to police (related to WLNG Project)	Annually
Mental health programming including counselling, support services and addictions support	4.7.2	a, g	WLNG	All workers (WLNG and contractors) Floatel operator Third-party contracted service provider(s) and medical personnel	Workers will have access to mental health support services through the on-board medical personnel, including a NP. Contractor/sub contractor are required to have an employee assistance program for their workforce. Workers have the opportunity to provide feedback on mental health programming	Part of agreement with medical services provider	Aggregate reporting for number of visits to on-board medical clinic (occupational vs. non-occupational related) Number of self-disclosures	Monthly, as it becomes available

Initiative	Relevant GCSP Section	Relevant GCSP Objectives (3.1)	Responsibility	Groups Involved or Engaged	How Groups Will be Engaged	Tracking mechanism	Reporting (metrics)	Frequency
				VCH	through the Worker Feedback Program (includes surveys).			
Sexual health services	4.7.1	a, g	Bridgemans	Floatel operator Third-party contracted service provider(s) and medical personnel VCH	Workers will have access to sexual health support services through the on-board medical personnel, including a NP if retained	Part of agreement with medical services provider	Aggregate reporting for number of visits to on-board medical clinic (occupational vs. non-occupational related) Number of self-disclosures	Monthly, as it becomes available
Indigenous Floatel Cultural Manager	5.0	a, b, g, h	WLNG	Floatel and Workplace Cultural Committee	The Indigenous Floatel Cultural Manager will reside on the Floatel and provide on-board support services to workers including Indigenous workers. This person will also participate in the Floatel and Workplace Cultural Committee.	Hiring of Floatel Cultural Manager	Floatel manager will be on-board to provide support as needed	Ongoing
Addictions awareness training	4.7.3	a, b, e	Bridgemans	All workers (WLNG and contractors) Third-party contracted service provider(s) and medical personnel	Floatel medical personnel and all workers are provided with addictions awareness training during onboarding	Part of onboarding	100% medical personnel and workers will have addictions awareness training	Ongoing (as part of onboarding)
Violence and harassment prevention training – leadership and management	4.9	a, b, c, d, e, g	WLNG	Workers at the management / leadership level (WLNG and contractors) Ending Violence Association of BC	Senior management and leadership (WLNG and contractors) will be required to take mandatory violence and harassment prevention training (annual refresher)	WLNG will track internally	100% senior management and leadership must complete this training	Annually
Training for HR and medical staff to manage disclosures	4.6	a, b, e, f, g	WLNG and Bridgemans	Third-party contracted service provider(s) and medical personnel	HR and medical staff are trained in how to manage disclosures	WLNG will track internally	100% medical and HR personnel must be trained in how to manage disclosures	Annually
Gender Safety Advisory Committee	4.5	a-i	WLNG	Gender Safety Advisory Committee	The Committee aims to meet 6x per year – provides an avenue for regular feedback and input on programming, actions and initiatives.	Part of WLNG gender safety programming implementation plan	Meeting minutes (internal)	Target Bi-monthly depending on members' schedule availability
Worker Feedback Program	4.3	f, g, i	WLNG / Bridgemans	All workers (WLNG and contractors) Bridgemans Floatel and Workplace Culture Committee	All workers will have the opportunity to provide regular and ongoing feedback on Floatel programming and services through surveys, one-to-one discussions, anonymous suggestion boxes, etc.	Suggestion boxes on board (medical clinic), in-person surveys / interviews conducted by WLNG,	Number and nature of submissions received to the various feedback channels	Ongoing

Initiative	Relevant GCSP Section	Relevant GCSP Objectives (3.1)	Responsibility	Groups Involved or Engaged	How Groups Will be Engaged	Tracking mechanism	Reporting (metrics)	Frequency
						web app-based surveys (Bridgemans' Resident Satisfaction Survey).		
Reporting, adaptive management and continuous improvement	6.5/6.6	h, i	WLNG	Gender Safety Advisory Committee Floatel and Workplace Cultural Committee Contractors	Feedback received from Indigenous groups, stakeholders, Committees, workers and others will support the Company in monitoring effectiveness of mitigations, reporting information, and evaluating and adjusting programming	Facilitated through Feedback processes, Worker Feedback Program and other avenues	Reporting of metrics to Gender Safety Advisory Committee Annual report on the GCSP (starting one year after Floatel has been operating) Final report on the GCSP (two years after start of operations)	Monthly, as it becomes available
Data collection	6.1	h, i	WLNG	Gender Safety Advisory Committee McDermott, other contractors	McDermott and other contractors will be required to collect metrics as identified by the GCSP, and report these to WLNG. The Committee will receive quarterly reports based on data and metrics collected by McDermott, other contractors and WLNG.	WLNG will track internally	Number of violations to the Worker Code of Conduct Number and type of medical services available to workers Other behaviour indicators in section 4.1.4	Monthly, as it becomes available
Squamish Nation Community Outreach	6.4	h, i	Squamish Nation	Squamish Nation	Squamish Nation will continue to provide feedback on impacts or concerns through Environmental Working Group.	Squamish Nation community outreach	Regular community monitoring and engagement reports provided to WLNG from nations	Monthly

Appendix 2
Committee Members

Table A2.1 Gender Safety Advisory Committee Membership

Position	Association
Members	Female members of Skwxwú7mesh Úxwumixw (Squamish Nation)
	PearlSpace
	Virtuous Executive Consulting Group
	Female Community Elder Tseil-Waututh Nation
	Female elected Councillor, Skwxwú7mesh Úxwumixw (Squamish Nation)
	Woodfibre LNG (convenor, secretariat)
Observers	BC Environmental Assessment Office (EAO)
	FortisBC
	BC Energy Regulator (BCER)
	District of Squamish
	Impact Assessment Agency of Canada (IAAC)
	Tseil-Waututh Nation staff
	Skwxwú7mesh Úxwumixw (Squamish Nation) staff

Table A2.2 *Floatel and Workplace Culture Committee Membership*

Position	Association
Indigenous Floatel Cultural Managers	Woodfibre LNG
Indigenous Workforce Development Manager	Woodfibre LNG
Site Safety Managers	Woodfibre LNG
Community Relations Director	Woodfibre LNG
HSSE Manager	McDermott International
Medical Practitioner on Duty	ISOS
Operations Manager	Bridgeman's Service Group

Appendix 3
Summary of GSAC Meetings

Table A3.1 Summary of Gender Safety Advisory Committee (GSAC) Meetings between Q3 2024 and Q2 2025.

Meeting Date	Question and Discussion Topics ¹	GSAC Responses & Recommendations
17 July 2024 (Q3)	Replacement of committee member Councilor L. Greenlaw	A response will be sent to Mayor A. Hufford, suggesting L. Glendale (District of Squamish staff) as a potential replacement. Recommended brushing ceremony for future meetings and a prayer at beginning of meetings.
	Gender and Cultural Awareness Training	Training has been offered to all District of Squamish staff and Council. C. Kennedy will follow-up with the district.
	Community Personal Safety Training	Feedback will be incorporated into future sessions.
	Indigenous Cultural Manager	Position is posted and recruitment is in process. Chief Dale recommended having a Squamish Nation member on interview panel.
	Safety of women in the community	Creation of a healing center with the three nations and support of Woodfibre LNG suggested. Tabled for further discussion.
11 September 2024 (Q3)	Indigenous Cultural Manager	There will be an Indigenous Cultural Manager working on every operating shift. There will be more than one position filled for this role. The Indigenous Cultural Manager position is for all members of the workforce; however, there is a female nurse practitioner and other senior women.
	Third-party confidence line	The confidence line is not a crisis line, and the intake person will ensure that caller receives appropriate services, as required. The Director of HSSE will follow up on investigations, as needed. WLNG will report to GSAC on confidence line. Ensure phone numbers for confidence line and other services are visible and readily available throughout the Floatel.
	Gender Safety Research Project	Suggestion of integrating organizations such as the RCMP and provincial crown to promote work of GSAC. Potential access to better aggregate data for gender-based violence through the efforts of YWCA and the National Action Plan.
	Gender Safety Metrics Report	Sexual health tracking is only shareable if it is self-disclosed by workers.
	Worker accommodations	No women have opted into the women-only corridor on the Floatel; however, arrangements can be made for anyone that requests to be moved.

Meeting Date	Question and Discussion Topics ¹	GSAC Responses & Recommendations
05 December 2024 (Q4)	McDermott Welcome Book	The Welcome Book is proprietary, but Woodfibre LNG will ask if McDermott can do a presentation on the Welcome Package.
	Communications Plan	Develop a communication plan for GSAC to help raise the voice of the committee.
	Gender Safety Metrics Report	No women have quite the Project, but some have shifted positions. Recommendation to conduct exit interviews and provide Floatel survey results.
	Equity and Safety in work camps	Develop recovery programs for the Floatel
	Gender-based violence	There is a provincial campaign to declare gender-based violence an epidemic. PearlSpace is asking the Premier for a declaration. GSAC will create an action plan for when gender-based violence is declared and epidemic. GSAC will invite the new Parliamentary for Gender Equity to give a presentation.
	Workforce and Community Training	Discussion around what EVA BC training and personal safety training for the community.
	Gender Safety Management Plan	Template for the BC EAO and sets standard for what Woodfibre LNG is committed to. Programs and training are underway.
12 February 2025 (Q1)	Communications Outreach Plan	Developing this as a resource for major projects, to support women advocating in their communities.
	BC Centre for Women in the Trades	Woodfibre LNG met with BC Centre for Women in the Trades to see if they can support the Project. Woodfibre LNG will request a presentation and post their programs for women on Floatel screens.
	PearlSpace presentation	Overview of PearlSpace, including history, programs, challenges, and action plan. They serve communities within the Sea to Sky corridor. Pearl Space has not received any reports connected to Woodfibre LNG.
29 April 2025 (Q2)	Committee Co-chair	Looking into compliance requirements to electing co-chair for GSAC
	Floatel 2	Target to have Floatel 2 moored by November 25, 2025 and GSAC discussed cumulative workforce impacts. GSAC will send a letter to Squamish Council in support of Floatel 2. Provincial officials will be invited for a Floatel tour.
	Gender Safety Metrics Report	A Code of Conduct violation for violation was reported and will show up on the Q2

Meeting Date	Question and Discussion Topics ¹	GSAC Responses & Recommendations
		<p>2025 report. The person who reported felt supported by the process.</p> <p>On April 11, a Squamish store owner filed a complaint through the Community Feedback line that a WLNG worker was drunk and harassing teenage customers. The incident was investigated and reviewed and the individual was terminated and banned from working on the Project.</p>
	<p>BC Centre for Women in the Trades</p>	<p>Presentation on programs offered by BC Centre for Women in the Trades.</p> <p>Discussed that they do work with the Squamish Training & Trades Centre and that funding is available for Indigenous women.</p>

¹ Questions and discussion items limited to those with responses, actionable items, and/or recommendations. Does not include Project updates.