



Canada's Best  
Diversity  
Employers **2008**

PRESENTED BY  **Financial Group**

## Enbridge Inc.

### Employer Description

Enbridge Inc. provides natural gas distribution, pipelines and energy-related services across North America. Established in 1949, the publicly-traded company operates through two separate divisions. Through its pipelines division, the company operates the world's longest crude oil and liquids pipeline that serves customers in Canada and the midwestern United States. Enbridge is currently in the midst of an extensive pipeline expansion program to better serve its customers on both sides of the border. The company also has pipeline and processing operations in the Gulf of Mexico region and Columbia.

Enbridge's gas distribution division operates Canada's largest gas utility, which has served Toronto-area customers for over 155 years. Today, the utility delivers gas to over 1.8 million customers in Ontario, Québec, New Brunswick and New York state. Enbridge has also made significant investments in wind power and fuel cell development projects -- part of its longer-term strategy of remaining an energy delivery company well into the future.

**Established:** 1949 **Full-Time Employees:** 3522 **Employees Worldwide:** 5167 **Employees who are women:** 30% **Of managers:** 27%

### Enbridge Inc. was selected as one of Canada's Best Diversity Employers (2008) for:

- ▶ managing a Women at Enbridge program that helps women employees advance their careers within the company through leadership development, mentorship and peer coaching
- ▶ working closely with First Nations groups to create employment opportunities for Aboriginal Canadians

## Supporting Women in Engineering

The company manages a [Women@Enbridge](#) program to support the career development of women employees at the engineering firm. The program provides peer coaching, mentorship opportunities and leadership skills training in an effort to increase the representation of women in senior management positions, encourage their participation on company boards and retain women employees.

The company also provides an accommodating maternity leave policy for new mothers. In addition to top-up payments in the first year of their leave, women have the opportunity to extend their leave by additional two years, making for a total of up to three years of possible maternity leave and the comfort of knowing their job remains available.