



# Indigenous Relations Policy



As Canada's leading construction company, we acknowledge that our activities extend over the traditional territories of numerous Indigenous Nations, all with their own histories, cultures, and modern realities.





## We recognize



that Indigenous Peoples have faced and continue to face significant socio-economic challenges and issues that hinder their individual and collective development.



## We understand



that all civil society organizations and businesses have a shared responsibility to help improve the living conditions of Indigenous Peoples.




## We are committed



to applying Call to Action no.92 – Business and Reconciliation set out by the Truth and Reconciliation Commission and as such we have adopted the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework.

Our commitment to Indigenous Relations is supported by five pillars:

- 🌱 Committing to early engagement and building respectful relationships with Indigenous communities we work with.
- 🌱 Ensuring that Indigenous Peoples have equitable access to employment, apprenticeships as well as training and education opportunities on our projects.
- 🌱 Increasing opportunities for Indigenous businesses to participate on our projects so that communities build their capacity and gain long-term sustainable benefits.
- 🌱 Providing cultural awareness training to our employees on the history and realities of Indigenous Peoples.
- 🌱 Supporting Indigenous organizations that promote education, health, and environmental protection through in-kind and financial contributions.









## True to our corporate values



We strive to contribute to socio-economic reconciliation with Indigenous Peoples, and to support the construction industry towards the adoption of new practices that are inclusive of First Nations, Inuit and Métis.



 <h3>Authenticity</h3> <p>Our family approach and small community origins make us unique and are key to developing meaningful relationships with Indigenous People.</p>	 <h3>Excellence</h3> <p>With rigour and perseverance, we aim to implement measures required to grow as a responsible corporate citizen and become a leader in Indigenous Relations.</p>	 <h3>Adaptability</h3> <p>We aspire to adapt our practices to the realities of Indigenous people, welcome Indigenous-led initiatives and engage Indigenous talent through direct employment.</p>	 <h3>Innovation</h3> <p>We want to be creative in developing new ways of doing construction and conducting business with Indigenous partners.</p>	 <h3>Love</h3> <p>Love of construction, of people, and of rich and diverse cultures guides how we build and nurture relationships with Indigenous communities and business partners.</p>
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Our Indigenous Relations Policy has been developed and endorsed at the highest levels of our company and is in line with our sustainable development vision.



Shaping a Sustainable Future

