

Indigenous Participation Plan (IPP)

Weeneebayko Area Health Authority Redevelopment Project

Pomerleau Healthcare Partners (PHP) recognizes the opportunity for economic reconciliation the Project represents for the W6 Communities: Attawapiskat FN, Fort Albany FN, Kashechewan FN, Moose Cree FN, MoCreebec Eeyoud and Weenusk FN. PHP's equity, diversity and inclusion strategy positions Indigenous peoples as business partners and will actively support the inclusion of the W6 Communities and W6 Businesses across the project. PHP will be engaging with W6 Communities and Businesses through engagement events, including but not limited to, design and capacity-building events, career fairs, community events and regular project updates with Chiefs, Council and Community Leadership.

Pomerleau Healthcare Partners commits to provide a look ahead procurement schedule in English and Cree, which will be shared with the W6 communities, to facilitate awareness of upcoming procurement opportunities.

All W6 Communities, Indigenous and non-Indigenous businesses will need to satisfy PHP requirements under the tendering process to participate.

Category A¹ tenders will follow the following process:

- I.** Project Co will issue an invitation to bid, open to all qualifying W6 Community Businesses* and to eligible joint ventures. These invitations will be posted on the WAHA Redevelopment Facebook page, emailed to community partners for posting in high-visibility locations, and shared directly with local community leaders.
- II.** All bidders require validation from First Nations leadership in the form of a validation letter and must meet the definition of a W6 Community Business to be considered eligible.
- III.** Evaluation and selection criteria will be based on Project Co's prequalification requirements.
- IV.** The successful bidder will be the lowest price bidder who meets Project Co's prequalification criteria and whose submitted price is below the established target budget for the scope of work and price contingency.
- V.** Should no successful bidder be identified, Project Co would enter negotiations with the lowest price bidder aiming to reduce the price to within the target budget and price contingency; if negotiations are successful, the bidder will be awarded the contract.

¹Category A partnering opportunities: Scopes of work that will be available to all W6 Communities (Attawapiskat First Nation, Fort Albany First Nation, Kashechewan First Nation, MoCreebec Eeyoud, Moose Cree First Nation, and Weenusk First Nation) and eligible joint ventures as tenders become available that require a bid.

²Category B partnering opportunities: Opportunities to partner with other trades either on scope of work, or by combining related work into a shared package.

- VI.** Should the results of these negotiation efforts not be successful in lowering the price to within the target budget and price contingency, no bids will be accepted, and the work will be reprocured in the open market.
- VII.** The lowest price bidder from this retender that meets Project Co's prequalification requirements would be awarded the contract. For clarity, W6 Community Businesses who previously bid on the opportunity are eligible to bid again on the same opportunity under open market procurement conditions.

For the Moose Factory Site, Category A tenders will be exclusively available to businesses from Moose Cree First Nation as a priority. Should no valid bids be received from businesses from MCFN, the tender would then be opened to all W6 Community Businesses and follow steps I through VII.

List of Potential Category A Opportunities

Catering support/food services, supply of stone aggregate for site preparation pad, supply of geotextiles and geogrids, bulk excavation backfill and compaction, temporary services – water supply, waste management – recycling, temporary site security and guard, temporary hoarding, ongoing housekeeping/site maintenance, infection control cleaning, public protection measures – anti-theft systems, provisional measures – guardrails, translation, temporary heating, snow removal, concrete formworks, cast-in-place concrete supply, rough carpentry labour, lumber material supply, site displays, turnstiles and site fencing.

Each contract will be awarded based on a competitive procurement process for opportunities that prioritize businesses from the W6 Communities, and for the ambulatory care clinic located at the Moose Factory Site, prioritizes businesses from Moose Cree First Nation.

Category B² partnering opportunities will follow the following process:

- I.** Project Co and its Trade Partners will conduct outreach to identify potential W6 Community Businesses for partnering.
- II.** Trade Partners will complete a qualification and capacity evaluation of interested W6 Community Businesses and make selections for partnering.
- III.** The selected W6 Community Business(es) will perform work under the Trade Partner.
- IV.** Payment to the W6 Community Business(es) will be made by the Trade Partner.
- V.** Should no W6 Community Business be interested or qualified to complete the scope of work, the package will be carried out by the Trade Partner.

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Human Resources and Employment Plan

The Human Resources and Employment Plan describes apprenticeships and labour participation opportunities. PHP will prioritize providing training opportunities and subsequently employment opportunities to W6 Communities with a goal of providing sustainable economic impacts. PHP will continue to develop an understanding of the Project skill needs and current W6 Community and local workforce capabilities.

Opportunities for apprenticeships and labour participation on the Project will follow the following process:

- I. Project Co will conduct outreach with the W6 Communities, which may include job fairs and community engagements, to engage with applicants
- II. Upon request of the applicant, Project Co with the support of its Trade Partners will facilitate applications with interested individuals from the W6 Communities
- III. Trade Partners will review and select applicants, and manage the apprenticeship and labour opportunities

Project Co's Indigenous community participation, as it relates to procurement, employment, and training opportunities, is a minimum of \$90 million, including hiring 10 apprentices and 7 full-time equivalent employees.

These target values include contract opportunities and resources for W6 Communities through both Early Works for site preparation of the Moosonee Site and the Works to construct the new healthcare facilities in Moosonee and Moose Factory. While these are the targets set out in the Project Agreement, there is a commitment to work with local communities and explore additional opportunities beyond the target amounts.

For more information about the Indigenous Participation Plan (IPP), please contact Renee Sauer, Community Engagement Lead, at waha.information@pomerleau.ca.

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