

Purpose & Scope

The Global Indigenous Relations Policy outlines our company's approach to building respectful, equitable, and sustainable relationships with Indigenous Peoples. We are committed to advancing Reconciliation, promoting economic opportunities, and fostering respect and knowledge of Indigenous Peoples' rights, culture, and connections to the land in all our business practices. This policy applies to all regions where we operate and is grounded in the principles of inclusion, transparency, and mutual respect.

Values

- **Respect for Indigenous Rights:** We recognize the importance of the United Nations Declaration on the Rights of Indigenous People (UNDRIP), ensuring that Indigenous voices guide our decisions.
- **Cultural Awareness:** We provide opportunities for our employees to be educated in diverse Indigenous cultures, fostering respectful interactions. We integrate Indigenous perspectives into decision-making where appropriate.
- **Sustainable Development:** We work in partnership with Indigenous Communities and incorporate traditional knowledge into our sustainable practices.
- **Economic reconciliation:** We focus on actions that build partnership opportunities on a path of shared success.

Pathways

- **Community Engagement:** We commit to meaningful engagement as guided by principles such as Free, Prior, and Informed Consent (FPIC).
- **Employment:** We promote Indigenous representation, career growth, and leadership within our organization.
- **Business Development:** We advance strategies that facilitate the participation of Indigenous businesses in procurement of goods and services and support mutually beneficial partnerships.
- **Community Investment:** We focus on contributions to Indigenous Communities and programs that support the specific needs and priorities of Indigenous Peoples.

Our Global Indigenous Relations Policy represents a long-term commitment to fostering meaningful relationships with Indigenous Peoples. By embedding respect for Indigenous rights, culture, and knowledge into the core of our business practices, we will contribute to Reconciliation through our actions. This policy will serve as a guide for our company's interactions with Indigenous Communities at all levels of the organization, promoting partnerships that are grounded in trust building, equity, and shared benefits for all.



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