



<b>Indigenous Relations Policy – (external)</b>		Approval: Mike Scott, President
Originator: IA Department	Policy group:	Approval Source:
Revision: 5.0 April 2020	Page 1 of 3	Approval Date:

## Indigenous Relations Policy (External)

### Vision

Allteck Limited Partnership aspires to be the industry leader for Indigenous inclusion by developing strong partnerships that provide economic prosperity, social well-being, and respect for the people and land where we work. We recognize that our operations are located in the traditional territory of Indigenous communities, and we believe that responsible business activity involves meaningful inclusion and a deep respect of their cultures and values.

### Commitments

Through cooperation and partnerships with Indigenous communities, Allteck is committed to developing strategies and practices that will assist in bridging the gap between mainstream corporate sector and Indigenous communities. Allteck views the involvement of Indigenous people and their communities as a mandatory part of our day-to-day operations and the future of a sustainable Canadian economy. We are honoured to work together on the traditional territories that are affected by our operations, and it is important that the communities can benefit from our experience and success in the electric power industry. Allteck fosters capacity development of these communities through opportunities such as Partnerships, Education & Training, Youth and Childhood Development, and Community Investments & Entrepreneurship.

### Guiding Principles: Integrity, Respect, Community, Teamwork

Allteck employees and subcontractors work to build long term and mutually beneficial business relationships with Indigenous communities and businesses in accordance with the following guiding principles:

- Ensure programs are sustainable and have a clear benefit.
- Commitment to open and honest communication with Indigenous communities.
- Support for the growth of Indigenous business capacity through training and on the job mentoring opportunities.
- Respect for the diverse and unique cultures, protocols, interests, and priorities of Indigenous communities as well as treaty rights.
- Understand that First Nations may have shared and/or overlapping interests in their traditional territories.
- Recognition of the need to minimize impacts by providing construction and maintenance services in a socially and environmentally responsible manner.
- Maintenance of the highest standards for worker health and safety.
- When Allteck is involved in the design portion of projects, the company will use this as an opportunity to learn about, respect, and incorporate traditional uses of land into project plans.

### Policy Implementation

At Allteck we believe that quality and service excellence starts with strong leadership. Our Executive team set clear expectations, encourage openness and accountability and lead by example. They are accountable for ensuring this policy is effectively implemented through a framework comprised of four key areas of focus, including economic development, employment, training, and procurement. Allteck will work with its customers and subcontractors to share our principles, commitments, and goals by encouraging them to meet or exceed them through policies and practices of their own. This policy will be included in the Allteck worker orientation. In addition, managers and supervisors will receive training and be evaluated on their ability to deliver these principles. An audit and annual effectiveness review will be performed including communication of policy changes and implementations plan.

### **Leadership Responsibilities**

Allteck's President and Executive team are accountable for the development and implementation of all our policies. Our Executive team members are recognized as excellent leaders who empower and motivate their employees at Allteck. They meet regularly and have ongoing team meetings for open and trustworthy communication. Through improvement plans and strategic planning they create a clear and progressive vision; setting directions on Indigenous relations. They implement important action plans set forth by our PAR committee to achieve our PAR commitments. They discuss and share information to achieve particular goals in the company that lead their teams to deliver key goals and achieve excellence.

### **Community Social responsibilities**

In alignment with our Statement of Commitments, Allteck will ensure that all matters of our community social responsibilities are supported in our operations, and Allteck's best interests. Allteck is committed to being recognized as a leader of Indigenous Relations and we are proud to add significant value for our partners. Allteck will continue to contribute to Indigenous communities by supporting community programs, elders initiatives, education, and training, as well as cultural events. Allteck will strive to provide employment and economic opportunities in the territories we operate. Community engagement and corporate social responsibility is the foundation for building meaningful relationships. Participation in Indigenous community events is encouraged and supported for all Allteck employees with the goal of facilitating cultural awareness throughout our company.

### **Economic Development**

Allteck's economic development efforts focus on developing strong relationships with Indigenous communities and businesses. These relationships lead to communication of opportunities for the benefit of both groups, including opportunities for individuals in the Indigenous community to work with Allteck, and to understand how they can provide support to Allteck. Subcontractors are encouraged to adopt similar relationships when working with Allteck. Allteck support the development and growth of businesses that are owned or operated by First Nations or Indigenous entrepreneurs by matching opportunities to skills and resources and by ensuring that these businesses are aware of all potential contract opportunities. In areas where ongoing work exists, Allteck will explore options to enter into ongoing business contracts which provide secure longer-term work to local Indigenous firms, including the opportunity to be included in a preferred vendor list.

### **Employment**

Allteck strongly adheres to the Canadian Human Rights Act and the Human Rights Code of BC in their hiring, retention, and promotion activities and encourages applications from individuals with diverse backgrounds. As outlined in our Equal Employment Practices policy and Discrimination policy, Allteck will foster a working environment that has no barriers to entry or advancement for Indigenous people. The company is also supporting Indigenous employment opportunities at regional and provincial levels by establishing partnerships with educational institutions to provide specific industry related training that will create ease of entry into industry associated jobs.

Allteck support training initiatives and we are optimistic that our engagement within the communities will encourage involvement in our trade.

### **Employees**

Allteck will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. Allteck is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

**Training**

In both its construction projects and ongoing maintenance work, Allteck continually assess the work requirements, identifies the needed skills and competencies, and determines the available training options. If and as required, Allteck will work with training providers to deliver training initiatives that will provide long term benefit to the company and/or industry sector.

**Procurement**

As part of the commitment to the communities in which we operate, Allteck has developed a procurement policy which incorporates a mechanism for awarding contracts for goods and services to Indigenous and locally based businesses. This policy states that when two or more proposals are scored the same on all technical, managerial, and financial criteria, the Indigenous owned and/or operated company will be selected. Allteck will also work proactively in Indigenous communities to educate individuals and businesses about potential work opportunities, encouraging them to bid or submit proposals where applicable.

**Indigenous Advancement Team**

Allteck's Indigenous Advancement Team works with Indigenous communities for project opportunities that focus on inclusive partnerships and Joint Ventures. Our team develops strategies directly with Allteck's Senior Management to foster viable business options and transparent communications. Our department helps support our vision to empower Indigenous people to independently deliver services to build and sustain healthy communities. The Indigenous team also guides and tracks our Indigenous commitments and pillars for an authentic business relationship.

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Mike Scott, President  
Allteck Limited Partnership

April 15th, 2021  
Date

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