

Indigenous Relations Policy		Approval: President
Originator: Indigenous Advancement Department	Policy group: Indigenous Advancement Department	Approval Source: President
Revision: 6.1 July 2023	Page 1 of 3	Revision Approval Date: July 11, 2023

PURPOSE

Allteck Limited Partnership (Allteck) and Canadian Utility Construction (CUC) engages early and often with Indigenous to understand their interests, identify opportunities, respond to their concerns, and facilitate participation in our projects. By working together and ensuring open communication with Indigenous members, we strive to earn respect and trust and establish and grow positive long-term relationships. We believe that responsible business activity involves meaningful inclusion and a deep respect for Indigenous cultures and governments.

PRINCIPLES

Through engagement of Indigenous businesses, Allteck and CUC are committed to bridging the gap between mainstream corporate sector and Indigenous communities. We view the involvement of Indigenous businesses and their communities as the premise of our Indigenous Relations policy. Indigenous participation must be part of our day-to-day operations and, even if to a small extent, impact the future of a sustainable Canadian economy in a positive way. We are honoured to work on the traditional territories that are impacted by our high voltage projects, and it is important that the communities can participate and benefit from our experience and success in the electric power industry.

Allteck and CUC openly shares its Indigenous Relations policy with customers and subcontractors, encouraging them to meet or exceed our policy through policies and practices of their own.

This policy is included in the Allteck and CUC employee orientation. In addition, managers and supervisors will receive training and be evaluated on their ability to comply with this policy. An audit and annual effectiveness review will be performed.

GUIDING PRINCIPLES: INTEGRITY, RESPECT, COMMUNITY, TEAMWORK

Build mutually beneficial business relationships in accordance with the following guiding principles:

- Commit to open and honest communication
- Support Indigenous business capacity through providing business opportunities
- Respect the diverse, unique cultures and priorities of the communities
- Understand that Indigenous communities are unique and may have overlapping territories
- Execute projects in a socially and environmentally responsible manner
- Maintain the highest standards for worker health and safety
- Always act with integrity, respect, and in a lawful and ethical manner.

POLICY IMPLEMENTATION

Quality and service excellence start with strong leadership. Our Executive team encourages openness and accountability and leads by example. Driven by continuous improvement, they strategize on a clear and progressive vision and set directions on Indigenous relations since the core of our business is mostly in

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unceded Indigenous territory. They construct action plans driven by our Statement of Commitments on Indigenous Relations, our clients' commitments, our desire to have diversity in the workplace, and the objectives set by our internal PAR committee. The executive committee is accountable for ensuring this policy is effectively implemented through a framework comprised of four pillars:

1. Commitment & Engagement
2. Procurement
3. Employment and Training
4. Care for the Community

FOUR PILLARS

1. Commitment and Engagement

For each given opportunity that has an Indigenous component, Allteck and CUC's executive team connects with the Indigenous impacted by the project. Introductions are made where we learn about each other's governance and guiding principles, and information is exchanged with regards to the project and how it will impact the local community. Once the Indigenous is comfortable with Allteck and CUC as an acceptable and trustworthy partner, the Indigenous provides an endorsement whereupon the respective procurement teams work together in assembling a competitive bid inclusive of Indigenous participation, while adhering to procurement laws and the company's code of ethics and business conduct.

2. Procurement

Allteck and CUC supports the development and growth of businesses that are owned and operated by Indigenous entrepreneurs in the traditional territories where we work. Two-way communication is paramount to understand each other's needs, capabilities, and capacity. The procurement department has a mandate to proactively reach out to the Indigenous and their member-owned businesses and prequalify as many vendors as possible.

This Indigenous vendor prequalification process assists in fluid communication of business opportunities to the Nation-owned and controlled businesses in the territory, for the purpose of estimating and compiling a competitive bid. Allteck and CUC subcontractors are encouraged to adopt similar programs when working with Allteck and CUC.

In areas where ongoing work exists, the procurement department explores options to enter into ongoing business contracts which provide secure longer-term work to Indigenous businesses.

As part of the commitment to the communities in which we operate, Allteck and CUC have developed a procurement policy which incorporates preference for awarding contracts for goods and services to Indigenous owned and controlled businesses that are locally based. This policy states that when two or more proposals are scored the same on all technical, corporate, and financial criteria, the local Indigenous-owned and controlled business will be selected.

Finally, Allteck and CUC looks to fulfil its corporate operational needs with goods and services supplied by Indigenous-owned companies, where feasible.

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3. Employment and Training

Allteck and CUC encourage diversity in the workplace. Allteck and CUC fosters a working environment that has no barriers to entry for members of Indigenous communities. Allteck and CUC’s human resources department has a mandate to hire Indigenous professionals when Indigenous members qualify for the position.

Allteck and CUC supports Indigenous employment opportunities at regional and provincial levels by providing financial support for industry specific training programs at Indigenous educational institutions. Our support helps to create ease of entry into industry associated jobs.

Program Managers are encouraged to hire local Indigenous labour and professionals when the need arises. We encourage our subcontractors to do the same; we include a relevant questionnaire into the pre-qualification of subcontractors to ensure we meet our clients’ reporting requirements on Indigenous participation.

4. Care for the Community

Allteck and CUC endeavours to contribute to the Indigenous communities where we work, by supporting community programs, initiatives to assist the elders, education, and training, as well as cultural events.

Community engagement is the foundation for building meaningful relationships. Participation in Indigenous community events is encouraged and supported for all Allteck and CUC employees with the goal of growing cultural awareness and appreciation that our local Indigenous are in integral part of our society.

REFERENCES AND RELATED POLICIES None

ATTACHMENTS None



Approved By: Mike Scott, President

July 11, 2023

Revision Approval Date

February 2024

Next Review Date