

NORTHERN STRANDS GROUP OF COMPANIES	
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## NSGC Indigenous Relations Policy

### Purpose

At Northern Strands Group of Companies (NSGC), we honour and acknowledge that the land on which our head office resides is Treaty Six territory and the traditional homeland for the First Nations and Métis Peoples. We recognize that various laws and policies in Canada have historically harmed Indigenous cultures, languages, and their social and economic well-being. NSGC values the importance of reconciliation between Indigenous peoples and the broader society.

We are committed to fostering positive and sustainable relationships with Indigenous communities, built on trust and respect, and aimed at achieving common goals through open dialogue. NSGC believes that companies can contribute to reconciliation by engaging meaningfully with Indigenous peoples and incorporating their perspectives into business activities.

### Policy

NSGC acknowledges the diverse Indigenous communities residing in the areas where we operate, and we are committed to advancing reconciliation with Indigenous peoples. Our success relies on building long-term, respectful, and constructive relationships with Indigenous communities. To achieve this, NSGC adheres to the following principles:

#### Respect

We acknowledge the significance and importance of the Truth and Reconciliation Commission of Canada: Calls to Action. In the spirit of reconciliation and specifically in support of TRC Call to Action #92, we commit to Indigenous engagement within our business and communities.

We recognize the legal and constitutional rights of Indigenous peoples in Canada. We commit to working with Indigenous communities in a manner that respects these rights.

We acknowledge the importance of the Indigenous relationships with traditional land and resources. We pledge to work with Indigenous communities and seek their engagement and support for projects and operations on their traditional lands.

#### Diversity, Equity, & Inclusion

We are committed to increasing Indigenous representation within NSGC's workforce and supplier community.

NSGC is dedicated to supporting and encouraging the employment of individuals from local Indigenous communities where our operations or projects are located. We promote fair and equitable access to job opportunities for Indigenous Peoples. Our commitment includes fostering strong working relationships with local Indigenous communities and

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hiring qualified, employable members whenever possible. NSGC will support recruitment and development programs that help Indigenous Peoples achieve employment success.

Acknowledging the need to remove significant socioeconomic barriers that continue to hinder Indigenous peoples from fully participating in the economy, NSGC will work to identify and address these barriers within our policies and practices. In addition to employment opportunities, this includes procurement, equity participation, business development, supplier partnerships, and community development.

NSGC actively develops, revises, and refines policies and procedures that reflect our core value of inclusion, considering Indigenous employees, consultants, subcontractors, and business partners.

We are devoted to cultivating an inclusive culture that values and leverages the diverse backgrounds our employees bring to NSGC, benefiting our clients, employees, partners, and the broader communities. This policy aligns with Canada's Human Rights Legislation, which ensures non-discrimination based on ethnic, religious, or racial origin.

**Commitment**

NSGC will provide ongoing leadership and resources to ensure the effective implementation of these principles, including developing strategies and action plans on our Indigenous reconciliation efforts.

We are committed to building and maintaining a foundational understanding of Indigenous rights, history, and cultures through awareness training for all NSGC employees, with the goal of advancing reconciliation with Indigenous peoples.

This policy is a shared responsibility involving NSGC, its affiliates, employees, and contractors. We will conduct business in a manner that reflects these principles. NSGC commits to periodically reviewing this policy to ensure it remains relevant and meets evolving expectations.