



## Aboriginal Relations Policy

### Vision

Allteck aspires to be the industry leader for Aboriginal 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 often located in the traditional territory of Aboriginal communities and we believe that responsible business activity involves meaningful inclusion and a deep respect of their cultures and values.

### Commitment

Allteck is committed to First Nation, Métis, and Inuit Communities. We believe that investing in Aboriginal communities leads to our success, their success, and to the success of Canada. Through cooperation and partnerships with Aboriginal communities, Allteck is committed to developing strategies and practices that will:

- Support and promote education, training programs, employment and procurement opportunities with positive impacts and more career options for the future generations of Aboriginal peoples and communities.
- Invest in initiatives for Aboriginal economic development to facilitate increased business participation and meaningful partnerships in the electric power industry.
- Prepare our workplace with people that respect the diversity of Aboriginal cultures, the importance of their heritage, and recognition that Aboriginal peoples are the original and continuing stewards of their Traditional Territories.

These commitments guide our business decisions as we work to meet Allteck's obligations to our stakeholders, to our shareholders, and to the public.

### Values

Allteck views the involvement of Aboriginal peoples 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 business development, education, training, employment, procurement or community investment.

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

Allteck employees and subcontractors work to build long term and mutually beneficial business relationships with Aboriginal 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 Aboriginal communities
- Support for the growth of Aboriginal business capacity through training and on the job mentoring opportunities
- Respect for the diverse and unique cultures, protocols, interests and priorities of Aboriginal 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**

The guiding principles are implemented through a framework comprised of four key areas of focus, including economic development, employment, training and procurement:

#### **Economic Development**

Allteck's economic development efforts focus on developing strong relationships with Aboriginal communities and businesses. These relationships lead to communication of opportunities for the benefit of both groups, including opportunities for individuals in the Aboriginal 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 supports the development and growth of businesses that are owned or operated by First Nations or Aboriginal 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 Aboriginal 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 fosters a working environment that has no barriers to entry or advancement for Aboriginal or Indigenous peoples. The company is also supporting Aboriginal 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.

## **Training**

In both its construction projects and ongoing maintenance work, Allteck continually assesses 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 preference for awarding contracts for goods and services to Aboriginal 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 Aboriginal or Indigenous owned and/or operated company will be selected. Allteck also works proactively in Aboriginal communities to educate individuals and businesses about potential work opportunities, encouraging them to bid or submit proposals where applicable.

## **Aboriginal Advancement Team**

Allteck's Aboriginal Advancement Team works with Aboriginal 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.

Robin Lucas  
President

A handwritten signature in black ink, appearing to read 'Robin Lucas', is positioned below the printed name and title.

May 10, 2017