



Indigenous Relations Policy

Vision

Allteck Line Contractors Inc. (Allteck) and Canadian Utility Construction Corp. (CUC) aspire 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 often 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.

Commitment

Allteck and CUC are committed to First Nation, Métis, and Inuit Communities. We believe that investing in Indigenous communities leads to our success, their success, and to the success of Canada. Through cooperation and partnerships with Indigenous communities, Allteck and CUC are 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 Indigenous peoples and communities.
- Invest in initiatives for Indigenous 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 Indigenous cultures, the importance of their heritage, and recognition that Indigenous peoples are the original and continuing stewards of their Traditional Territories.

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

Values

Allteck and CUC view 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 and CUC foster's 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 and CUC 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 and CUC are 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 and CUC'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 CUC, and to understand how they can provide support to Allteck and CUC. Subcontractors are encouraged to adopt similar relationships when working with Allteck and CUC.

Allteck and CUC 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 and CUC 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 and CUC strongly adhere 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 and CUC 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.

Training

In both its construction projects and ongoing maintenance work, Allteck and CUC continually assess the work requirements, identifies the needed skills and competencies and determines the available training options. If and as required, Allteck and CUC 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 and CUC have developed a procurement policy which incorporates preference 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 and CUC 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 and CUC'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 and CUC's Senior Management to foster viable business options and transparent communications.



Robin Lucas
President
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