



## INDIGENOUS RELATIONS – POLICY

### PURPOSE AND SCOPE

CIMA+ recognizes and values the history, uniqueness and diversity of Indigenous communities, as well as their contributions to the development of Canada. Based on mutual respect and trust, the Indigenous Relations Policy (the «Policy») aims to foster greater understanding and respect for Indigenous nations and communities in Canada.

This Policy is also intended to define CIMA+'s commitments and guiding principles regarding reconciliation. It aims to ensure that our activities fully respect the rights and aspirations of Indigenous Peoples, while fostering harmonious and sustainable relationships.

The Policy applies to all CIMA+ employees, subcontractors and partners involved in projects affecting Indigenous or adjacent territories. It covers all stages of projects, from planning to implementation, as well as maintenance and decommissioning, where applicable.

In 2015, the Truth and Reconciliation Commission of Canada established 94 Calls to Action, prescribing an ongoing process of building and maintaining respectful relationships. The critical part of this process involves repairing harm and trust as well as implementing concrete actions demonstrating real societal change.

### GUIDING PRINCIPLES

To support the policy of relations with Indigenous Peoples and to build a future where concrete actions reflect positive societal change, CIMA+ will be guided by the following principles:

- **Recognition of legal rights:** We recognize the legal and constitutional rights of Indigenous Peoples, the United Nations Declaration on the Rights of Indigenous Peoples and the legal and constitutional obligations of the Government of Canada to protect these rights, including cultural and environmental rights. We are committed to working with Indigenous communities in a manner that recognizes and respects these rights, as well as the resources and traditional territories to which they apply.
- **Understanding and respect:** Our relationships with Indigenous Peoples are founded on respect and a deep and sincere intention to understand. This involves not only recognizing and understanding the rights, cultures and traditions of Indigenous Peoples, but also actively working to restore and strengthen bonds by listening to perspectives and creating spaces where the voice and leadership of Indigenous Peoples are valued.
- **Trust and fairness:** We will foster partnerships based on trust, fairness and mutual respect with Indigenous communities. These partnerships must reflect an equitable sharing of the economic benefits generated by our projects.

### STATEMENTS

#### Consultations and consent

We recognize the importance of consulting Indigenous communities throughout the project life cycle.

We are committed to:

- Identifying affected communities from the earliest stages of any project likely to have an impact on Indigenous territories. We will work with them to understand their concerns, needs and expectations;
- Including community representatives in project planning and implementation;
- Ensuring transparency in our communications with Indigenous communities, providing complete and accurate information on the potential impacts of projects;
- Obtaining the prior consent of Indigenous communities before undertaking projects likely to affect their land or their rights.



## INDIGENOUS RELATIONS – POLICY (CONTINUED)

### Partnerships

CIMA+ works with Indigenous Peoples to better understand community values and needs. Where possible, we aim to contribute to capacity-building in Indigenous communities, training and mentoring local community members in project management, environmental management and engineering best practices, thereby strengthening the ability of Indigenous communities to participate in or lead projects on their lands.

We are committed to working closely with Indigenous communities to provide employment and internship opportunities. We are committed to actively recruiting, training, retaining and developing Indigenous employees; developing employee mentoring programs, job shadowing, supporting students through co-op placements and scholarships.

We want to build new partnerships with Indigenous businesses (e.g. joint ventures) and encourage opportunities to collaborate/transact with qualified Indigenous suppliers and subcontractors.

### Preserving cultural traditions and practices

We are committed to considering and respecting the traditions, cultural practices and spiritual values of Indigenous Peoples in the regions where we carry out projects. This includes the protection of sacred sites, customary practices and natural resources that form an integral part of their cultural identities. In particular, we want to ensure that artifacts uncovered during excavation work are treated respectfully and in harmony with cultural heritage practices.

### Preserving the environment

We will ensure that our projects respect local ecosystems and biodiversity, paying particular attention to the resource management practices of Indigenous communities. We are committed to minimizing our ecological footprint and restoring affected lands to their natural state wherever possible.

In addition, we aim to consider the perspective of Indigenous Peoples in climate change vulnerability assessments, and to take account of the major negative effects of climate change on Indigenous Peoples, particularly in remote areas.

### Training

CIMA+ aims to ensure the continuity of its awareness program offered to all its employees so that they can fully contribute to fostering for relationships with Indigenous Peoples.

## ROLES AND RESPONSIBILITIES

We actively integrate the principles of reconciliation into all our operations, through a working committee dedicated to the Reconciliation Action Plan (RAP) with Indigenous Peoples, regular monitoring of RAP commitments, key performance indicators and targets.

## DEROGATION AND COMPLIANCE

Any deviation from the Indigenous Relations Policy must be approved by Ethics & ESG Committee.

If you witness or suspect a situation of non-compliance with this policy, you must report it in accordance with the Reporting Policy.

## BUSINESS RISKS COVERED BY THE POLICY

- Corporate responsibility and sustainability
- Violation of Indigenous rights
- Ignoring the concerns of local communities affected by projects

## POLICY REVIEW

The Indigenous Relations Policy will be revised as required, and at least every 5 years.



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