



ABORIGINAL RELATIONS POLICY

DCM and its member companies believe in building strong, lasting relationships with the Aboriginal communities based on mutual respect and economic development. We recognize there is a valuable pool of potential employees, subcontractors and/or joint venture partners within the Aboriginal community. We are confident that our commitment to building these relationships will not only contribute to the success of our business but will also promote strong, prosperous and vibrant communities.

We are committed to:

- Recognizing the unique legal and constitutional rights of Aboriginal peoples, as recognized and affirmed in the Constitution Act (1982).
- Recognizing and respecting the unique cultural and historical characteristics and connections to the land that Aboriginal people possess.
- Building and maintaining sustainable, lasting relationships with Aboriginal people, based on mutual respect and common interest.
- Recognizing the need to minimize environmental impacts by providing construction and maintenance services in a socially responsible manner.
- Contributing to the growth of the Aboriginal workforce through training and on-the-job mentoring while maintaining a high standard of employee selection.
- Stimulating the growth of Aboriginal businesses by choosing companies identified as having best practices and high operation standards.
- Building, operating and maintaining our facilities in a culturally appropriate manner for the Aboriginal people in addition to seeking constructive consulting processes, open and transparent communications, and innovative and mutually-beneficial working arrangements.

A handwritten signature in black ink, appearing to read 'Serge', written over a horizontal line.

Serge Tousignant
President

2020-10-01

Date