

PARTNERING WITH INDIGENOUS PEOPLES

Effective community and Indigenous relationships require a long-term perspective that stand the test of time are built on respect, trust and genuine openness, and go beyond simple engagement. These fundamental characteristics have long defined our approach in partnering with Indigenous communities.

Clean energy projects can support economic benefit and employment to remote communities. For renewable projects, we specifically look for opportunities during the pre-construction, construction and operational phases, as well as help build transferable skillsets that can be applied to future projects. Our approach to creating real economic benefits through community led and executed projects include:

- 1. Leadership Capacity** – our role is to support the community to help them gain skillsets in project leadership to lead and execute the development of the project.
- 2. Execution Capacity** – our approach involves community training initiatives and field demonstrations intended to prepare community members for employment within our field execution teams, and if desired, to pursue careers in the rapidly growing renewable sector.
- 3. Operational Capacity** – our approach is to ensure the community has the tools and expertise to care for the renewable assets for their intended lifecycles.

Unlocking Potential For Indigenous Communities

We commit to:

- Working to understand and meet the needs and interests of the communities we serve through meaningful consultation and transparent engagement
- Engaging as early as possible with governments, regulators, landowners, and Indigenous and community groups that may be affected by our operations
- Educating our people on the unique cultural and historical status of Indigenous communities through our Indigenous relations training
- Where possible, providing opportunities for Indigenous employment and pursuing work with Indigenous businesses
- Pursuing partnerships with communities and Indigenous groups on business opportunities that deliver shared social and economic benefits, and working collaboratively to develop new infrastructure solutions
- Where possible, developing partnerships with non-profit organizations and offering support through employee volunteer efforts, expertise and financial support
- Where possible, building mutually beneficial commercial relationships with local suppliers

Our Indigenous Strategy:

- ✓ Meaningful Engagement
- ✓ Economic Participation
- ✓ Employment
- ✓ Education

