

Indigenous Community Engagement Policy



SOMERVILLE

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Somerville's Indigenous Community Engagement Commitment

As a national provider of energy and infrastructure solutions, Somerville embraces the opportunity to engage with First Nations, Metis and Inuit communities across Canada. We understand that Indigenous businesses, employees and communities play a pivotal role in the future of Canada's economy and the economies of Indigenous communities. Somerville is aware that Indigenous peoples represent the fastest growing segment of Canada's population and we realize the value that Indigenous businesses and the Indigenous workforce hold as suppliers of materials and services. We recognize that effective workforce strategies depend on understanding the realities of the communities with whom we are engaging. At Somerville, we are committed to developing genuine, holistic, sustainable and reciprocally rewarding relationships with Indigenous communities. It is important to Somerville that these relationships be founded on honesty, integrity and respect. We are sincerely committed to economic and social reconciliation. We want to ensure that our relationships with Indigenous communities lead to an enduring and mutually prosperous future together. As such, Somerville strives to implement meaningful socio-economic benefit strategies within the local Indigenous communities where we do business.

Somerville's Indigenous Community Engagement Guiding Principles



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Respect &
Proactive Engagement



At Somerville, we recognize that respect is fundamental to developing trust and we are committed to creating ethical and respectful relationships. We demonstrate a high level of respect by acknowledging and valuing community.

Somerville fully recognizes that each community has its own unique history, traditions, language, worldview, leadership structures and socio-economic reality. Accordingly, we respect the autonomy and individuality of each community and we tailor our priorities and engagement approach to reflect each unique circumstance.

Guiding Principle

PROACTIVE ENGAGEMENT



Upon project award, Somerville will work to engage with Indigenous communities. This engagement will allow for the community workforce training needs to be addressed in advance of the construction phase and ensures Indigenous workforce readiness for the project.

**Three Strategic Pillars
Somerville's Indigenous
Community Engagement Strategy**

**Indigenous
Business &
Workforce
Development**

**Community
Investment**

Environment

Strategic Pillar I

INDIGENOUS BUSINESS & WORKFORCE DEVELOPMENT

Supporting the development and growth of Indigenous businesses/Indigenous entrepreneurs and the Indigenous workforce is very important to Somerville. We strive to work collaboratively with First Nation, Metis and Inuit communities to promote greater development and utilization of Indigenous human resources. We support small Indigenous owned-and-operated businesses and make effort, where possible, to provide proactive guidance to Indigenous businesses in completing RFP documentation. When requested, we communicate with unsuccessful proponents to help clarify the process for future RFP opportunities. Somerville's commitment to Indigenous business and workforce development is demonstrated through enhanced participation of Indigenous businesses and employees on our projects wherever possible through:

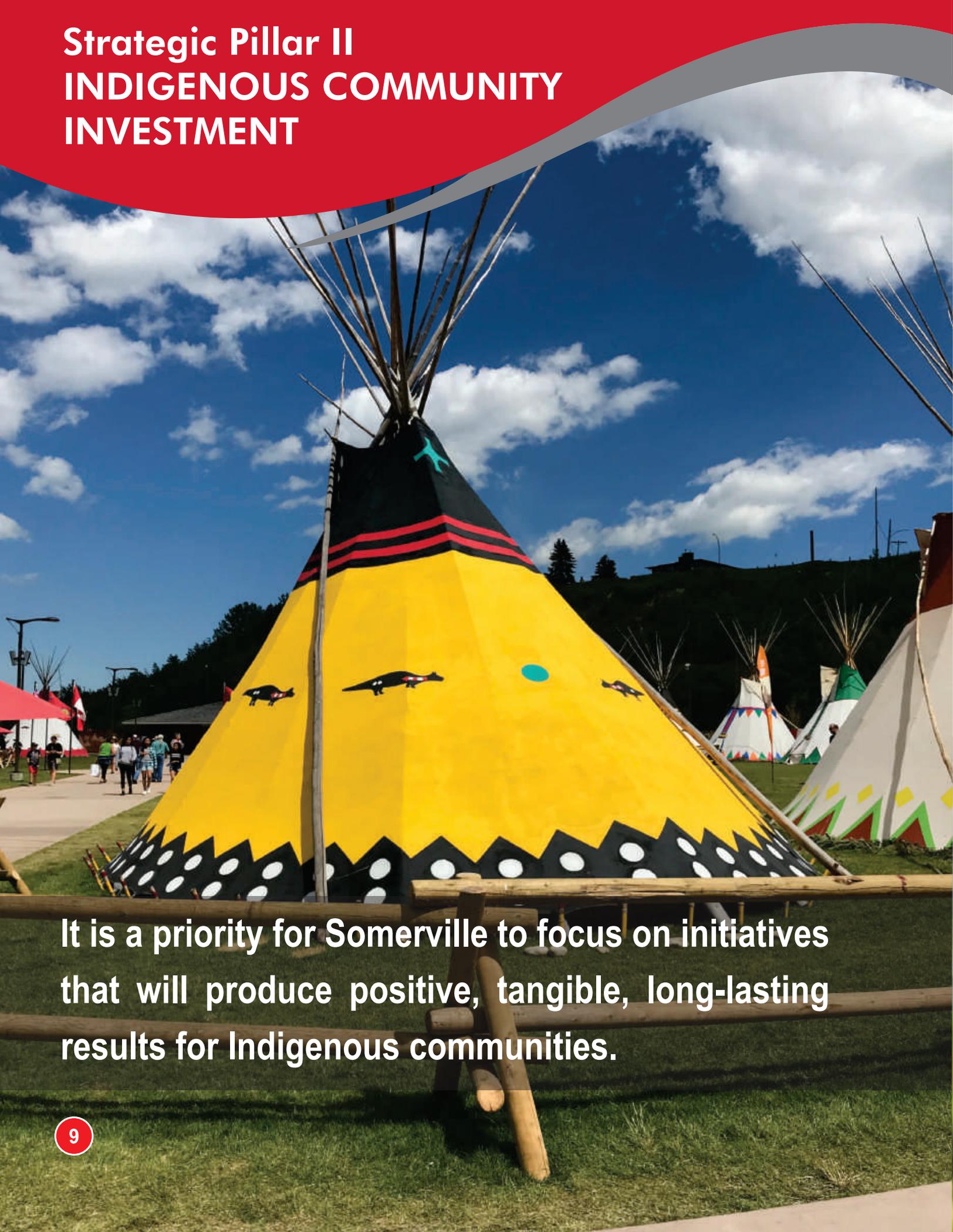
- Procurement
- Employment/Workforce Development
- Business Development
- Capacity Building



Strategic Pillar I - Continued INDIGENOUS BUSINESS & WORKFORCE DEVELOPMENT

Somerville strives to enhance Indigenous workforce development wherever possible. We proactively communicate workforce experience requirements, employment criteria, evaluation criteria, career advancement and training opportunities to potential employees. In addition to hiring members of the Indigenous skilled workforce, we endeavor to provide opportunities for “green hands” or less experienced employees for whom we will provide mentorship and invaluable hands-on employment experience. Somerville is also committed to facilitating training for prospective employees and newly hired employees. This training is provided through local unions, Indigenous training-to-employment organizations and on-site mentoring programs.

Strategic Pillar II INDIGENOUS COMMUNITY INVESTMENT



It is a priority for Somerville to focus on initiatives that will produce positive, tangible, long-lasting results for Indigenous communities.

Strategic Pillar III ENVIRONMENT

At Somerville, environmental stewardship is of primary importance. We understand the significance of traditional lands and the high value that Indigenous people place on safeguarding the environment for generations to come. We recognize that the land, the waters and the environment are deeply imbedded in Indigenous worldviews and traditions and have important historical, political, economic, cultural and spiritual significance. We also acknowledge the importance of honoring traditional Indigenous land-based practices such as hunting, fishing, trapping, gathering sacred medicinal plants and berry picking which are integral to the well-being of many communities. We do our utmost to conduct our business in a manner which respects the land, the environment, sacred sites, land-based practices and Indigenous worldviews. Somerville is mindful of our collective reliance on the land and of the balance that must be maintained to ensure environmental sustainability.



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