wood.
a Sidara company

Wood is committed to promoting positive and progressive Indigenous relations. We recognize the unique and important role that Indigenous peoples have played in shaping our country's history and culture and we are committed to building strong, respectful and mutually beneficial relationships with Indigenous communities across Canada.

Wood believes that engaging with Indigenous peoples and their history is not only the right thing to do, but it is also essential to building a sustainable and successful business. We understand that our success as an organization is directly tied to the well-being of the communities where we operate and we are committed to working collaboratively with Indigenous peoples to ensure that our operations are respectful of their cultures, traditions and rights.

At Wood, our goal is to be the employer of choice for Canadians embarking on a career supporting the energy and mining industry. A stronger, more enhanced workforce is one that promotes and provides a diversity of thought, background, culture and experience of our personnel. Encouraging this diversity of the workforce is critical for our success and we are committed to enhancing and growing our Indigenous engagement framework and meaningful involvement through our Partnership Accreditation in Indigenous Relations (PAIR) journey and other means to build mutually beneficial relationships.

To achieve this goal, we will:

- Recognize and support the rights of Indigenous peoples and their culture, beliefs and practices;
- Foster a workplace culture that is inclusive and lead our employees and contractors through a journey of education and understanding;
- Communicate our progression and provide transparency on Wood's journey to Indigenous inclusion, understanding and reconciliation with our employees, contractors, partners, clients, communities and the larger Canadian audiences in which we engage;
- As leaders we will commit to embedding change, inclusion and understanding across our business and within all aspects of our strategy and the work that we do;
- Promote employment and economic development opportunities for Indigenous peoples;
- Make Wood a place where Indigenous employees feel a sense of belonging and can develop, learn and grow;
- Establish and maintain regular dialogue with Indigenous communities to understand their needs and concerns;
- Ensure that our business and sustainability goals are conducted in an environmentally responsible and sustainable manner that respects Indigenous rights and interests;
- Commit to building mutually beneficial relationships with Indigenous groups with the desire to identify and find partners, businesses, employees and/or contractors in all areas where Wood executes business.

We understand that building positive and progressive Indigenous relations is an ongoing process that requires dedication, humility and a willingness to listen and learn. We are committed to taking the necessary steps to achieve this objective and to working collaboratively with Indigenous peoples to build a stronger and more prosperous future for all Canadians.

Sincerely

Richard Neale
Regional President, Americas

PAIR SILVER
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

