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Indigenous relations, engagement & inclusion policy



1 - Commitment

Wood is committed to building positive and mutually beneficial relationships with Indigenous communities. We acknowledge that the engineering, procurement and construction services we provide for the clients we work with may lie within traditional Indigenous territory and we will respect the culture, rights and interests of Indigenous peoples and their land.

Wood strives to:

- Engage in meaningful consultation to build respectful, long-term relationships and partnerships with Indigenous communities while driving business and continuous advancement in the relationships established;
- Work with Indigenous Peoples to engage in and achieve self-defined Indigenous community goals;
- Provide equitable access to business and employment opportunities as well as representation for Indigenous Peoples within our organization;
- Foster an understanding of the history, traditions and culture of Indigenous people amongst our employees;
- Support and make a positive impact to local Indigenous communities;
- Respect the unique relationship and knowledge that Indigenous people have with their land and the natural environment.



Three main pillars will support the objectives of our Indigenous Relations Policy: Leadership, Indigenous Relations & Partnering (consisting of business development & employment) and Community Involvement.

2 - Leadership

Within our Canada-wide Indigenous framework, inclusive of our National and Local Indigenous inclusion committees we will:

- Maintain importance, engagement, and support from all operational leaders Canada-wide;
- Encourage meaningful participation and engagement with Indigenous Peoples and their communities;
- Increase our employees' understanding of Indigenous history, culture and the role Indigenous groups have in Canada and in our communities;
- Communicate our Indigenous-related strategies and initiatives throughout the organization.

As a member of the Canadian Council for Indigenous Business (CCIB), Wood is proud to hold Silver-level Partnership Accreditation in Indigenous Relations (PAIR) certification. This certification recognizes organizations that demonstrate leadership and measurable performance in Indigenous relations.

Wood is committed to sustaining and enhancing its Indigenous relations practices through ongoing learning, accountability, and relationship-building, while upholding the principles and standards reflected in the PAIR framework.

PAIR SILVER
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS



3 - Indigenous relations and partnering

As part of Wood's ongoing efforts to engage with and employ Indigenous businesses and resources, we have implemented an Indigenous Relations & Partnership Program which strives, when possible, to:

- Seek opportunities to work for and with Indigenous communities and explore mutually beneficial business partnership opportunities;
- Increase the diversity of our staff by recruiting and retaining Indigenous employees;
- Increase awareness of Indigenous history, culture and current issues by providing cultural awareness training to our staff.



3.1 Business development

Wood recognizes the Indigenous People of Canada have a significant role in current and planned activities within their traditional territories or treaty areas. We understand that meaningful participation in local projects translates into economic opportunities for Indigenous businesses and the reinvestment of the income secures more Indigenous capacity and ownership.

Wood looks to secure mutually beneficially relationships with Indigenous Peoples and Indigenous owned businesses. Wood will provide equitable opportunities for Indigenous owned businesses to support the goods and services required by our business, or through third party selection for client assistance. Wood will look for opportunities to work with Indigenous owned businesses where applicable and provide the opportunity for these businesses to bid or share their scope of services for the work.

3.2 Employment

Wood is committed to providing equitable employment opportunities for Indigenous Peoples. Equitable employment opportunities include all disciplines and functions of our business across Canada in engineering, procurement and construction. Wood strives to work with Indigenous communities, universities, and technical institutes to identify candidates for employment within Wood and/or our contractors.

Retention and training

Wood has committed to share training opportunities with our Indigenous partners, to work collaboratively to seek Indigenous awareness training and to provide employment and industry related training to effectively support Indigenous communities.

4 - Community involvement

Wood is committed to strengthening its connections to Indigenous communities. We understand that community engagement and corporate social responsibility are the foundations for building meaningful relationships. We endeavor to collaborate with Indigenous communities to identify opportunities to support their self-defined goals and initiatives. We will work with Indigenous communities to identify and fund initiatives that are impactful, relevant and support Indigenous cultures and priorities.

Proud sponsor of Indspire, committing over **$200,000** in bursaries for Indigenous students.



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5 - Definitions

The following terms are used in this document.

Term	Definition
Indigenous Peoples	The First Nation, Inuit and Métis peoples of Canada, as defined by the 1982 Constitution Act of Canada.
Indigenous owned business	Business that is 51% or more owned and controlled by an Indigenous Person(s)
National Indigenous Engagement Strategy Committee	Committee with leadership representation from all Wood Canada business units executing Canada's National Indigenous Engagement Strategy


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