

# Indigenous relations

## Principles and guidelines

Many of Imperial's operations and future development opportunities are located on the traditional lands of Indigenous Peoples. The company supports communities in areas where it explores, develops and operates, and Imperial's leadership strives to establish meaningful relationships built on mutual trust and respect.



### Principles

Imperial builds relationships with Indigenous Peoples through collaboration on a common vision for progress, sustainable prosperity and environmental stewardship.

We engage Indigenous communities and their representatives in open and meaningful consultation and seek to understand their perspectives on issues of mutual interest and deal constructively with differing views.

Our recruitment and development programs support the participation and involvement of Indigenous Peoples.

The company recognizes that Indigenous Peoples want economic benefits from development. We work with Indigenous businesses and communities to identify mutually beneficial opportunities.

Imperial conducts its business in a manner that respects the land, environment, rights and cultures of Indigenous communities. We do this in accordance with the laws of Canada and corporate policies and guidelines that underlie the company's commitment to ethics, equity, environment and safety.

The company expects its contactors to conduct their business in accordance with these principles and guidelines.



# Indigenous relations guidelines

Imperial strives to build meaningful relationships with Indigenous Peoples through the following four pillars of engagement

## Consultation

Imperial maintains ongoing dialogue with Indigenous leaders, community members and their representatives by:

- Respecting the legal rights of Indigenous People.
- Ensuring timely discussions when activities have the potential to impact the community.
- Supporting the identification of impacts to traditional uses and rights in order to appropriately avoid, minimize or mitigate.
- Treating all parties fairly.
- Respecting traditional practices, decision-making processes, cultural activities and language.
- Coordinating with Crown consultation and adhering to government requirements.

## Workforce development

In accordance with Imperial's equal employment opportunity policy, the company's goal is to achieve a workforce that is representative of the available qualified Indigenous Peoples in the labour market. To this end, Imperial focuses on:

- Developing and supporting educational programs and recruiting practices that facilitate employment of qualified Indigenous People.
- Establishing internal training and development programs that enhance retention of Indigenous staff and provide opportunities for employees to further their understanding of Indigenous culture, history and traditions.
- Addressing workplace barriers that may exist.
- Honouring diverse backgrounds and supporting our employees by creating a culturally inclusive workplace.

## Business development

Imperial fosters the development of Indigenous businesses in ways that benefit the company and the community by:

- Developing Indigenous content plans that address employment and business opportunities for Indigenous Peoples and including this content as a factor in evaluating and awarding contracts.
- Supporting the growth and development of Indigenous business through capacity building and shared learning.
- Using Indigenous suppliers of goods and services that are competitive and meet Imperial's safety, technical and quality standards and timing needs.
- Providing information and training on Imperial's procurement processes, safety standards and expectations of business conduct.

## Community relations

Imperial builds meaningful relationships with Indigenous communities by:

- Working collaboratively in the design and implementation of programs that build capacity through leadership development and community initiatives.
- Being an active community participant in order to better understand and learn about Indigenous history, culture and traditions