

# Our commitment to Indigenous communities

**Our goal is to collaborate with Indigenous communities on a common vision for progress, sustainable prosperity and environmental stewardship.**

Imperial's commitment to positive and progressive Indigenous relations is demonstrated through the following guiding principles.

- We conduct business in a manner that respects the land, environment, rights and cultures of Indigenous communities, in accordance with the laws of Canada.
- We expect our contractors to conduct their business in accordance with our corporate principles, policies and guidelines.
- We engage Indigenous communities and their representatives in open and forthright consultation.
- We seek to understand Indigenous perspectives on issues of mutual interest and to deal constructively with differing views.
- We strive to provide employment opportunities to our Indigenous neighbours.
- We foster the development of Indigenous businesses in ways that provide benefits to the company and to Indigenous communities.

Imperial's commitment is reinforced by our Indigenous relations strategy and supported by four key pillars:



**Consultation**



**Workforce development**



**Business development**



**Community relations**



## Reconciliation

As Imperial answers the Truth and Reconciliation Commission's calls to action, we are committed to encouraging our employees to be collaborative agents for positive change.

**Rich Kruger**  
Chairman, president and chief executive officer