



# 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 is reinforced by our Indigenous engagement strategy and supported by four key pillars:



**Consultation**



**Business development**



**Community relations**



**Workforce development**

My personal commitment and the commitment of our entire organization is to continue to support positive and progressive Indigenous relations, which is demonstrated through our guiding principles to:

- Conduct business in a manner that respects the land, environment, rights and cultures of Indigenous communities, in accordance with the laws of Canada.
- Engage Indigenous communities and their representatives in open and meaningful consultation.
- Seek to understand Indigenous perspectives on issues of mutual interest and to deal constructively with differing views.
- Strive to provide employment opportunities to our Indigenous neighbours.
- Foster the development of Indigenous businesses in ways that provide benefits to the company and to Indigenous communities.
- Expect our contractors to conduct their business in a manner consistent with our corporate principles, policies and guidelines

## Truth and reconciliation

Our company and our employees have an important role to play in progressing reconciliation. Working together, we can find new ways forward and build positive change.



**Brad Corson**  
Chairman, president and chief executive officer

