



SOMERVILLE

Solid infrastructure that connects communities.



SOMERVILLE

Indigenous Engagement Policy

January 2025

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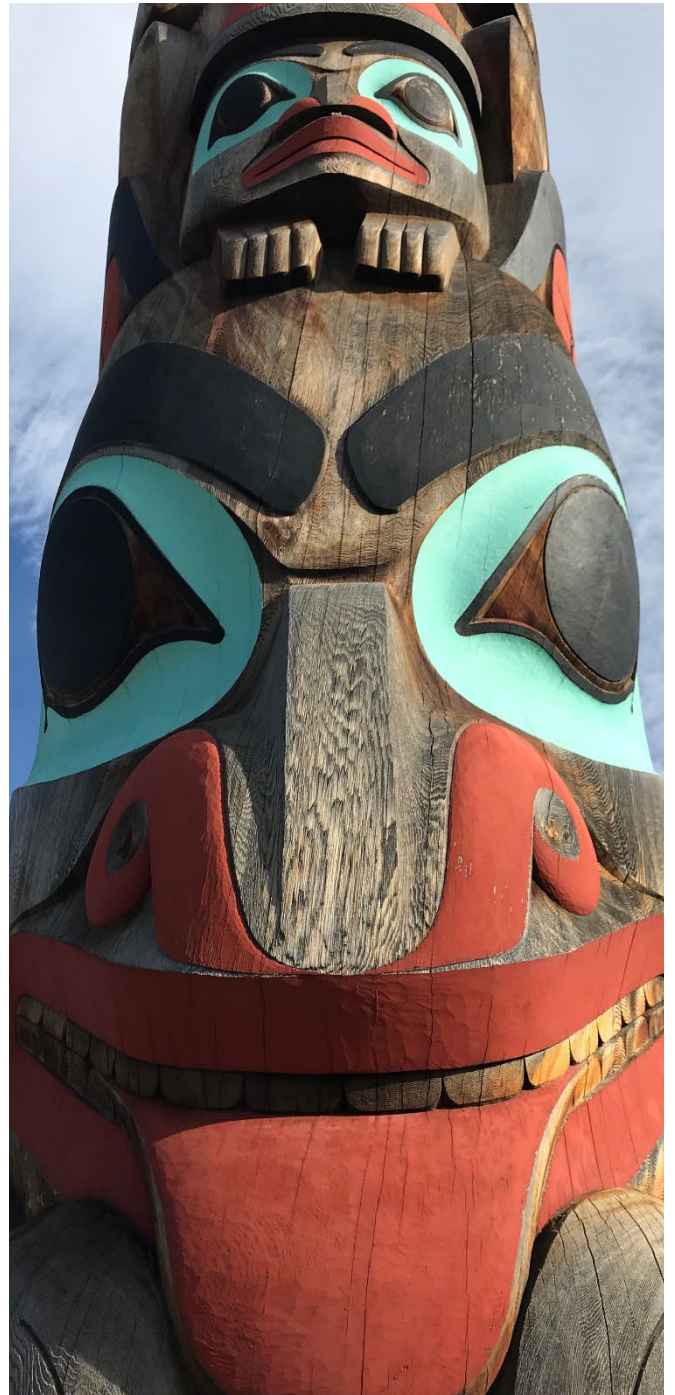
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Introduction

As a national provider of energy and infrastructure solutions, Somerville embraces the opportunity to engage with Indigenous Nations and communities across Canada. We understand that Indigenous Nations, communities, businesses, and employees play a pivotal role in the future of our economy.

Somerville is aware that Indigenous Peoples represent the fastest-growing segment of Canada's population, and we realize the value that Indigenous businesses and the Indigenous workforce hold as suppliers of materials and services. We recognize that effective workforce strategies depend on understanding the realities of the Indigenous Nations and communities with whom we are engaging. At Somerville, we are committed to developing genuine, holistic, sustainable, and reciprocally rewarding relationships with Indigenous Nations and communities. It is important to Somerville that these relationships be founded on honesty, integrity, and respect.

Somerville is sincerely committed to economic and social reconciliation. We want to ensure that our relationships with Indigenous Nations and communities lead to an enduring and mutually prosperous future together. As such, Somerville strives to implement meaningful Indigenous Participation Plans within the local Indigenous communities where we do business.



Somerville embraces the opportunity to engage with Indigenous Nations and communities across Canada and we are sincerely committed to economic and social reconciliation.



01

Our Guiding Principles



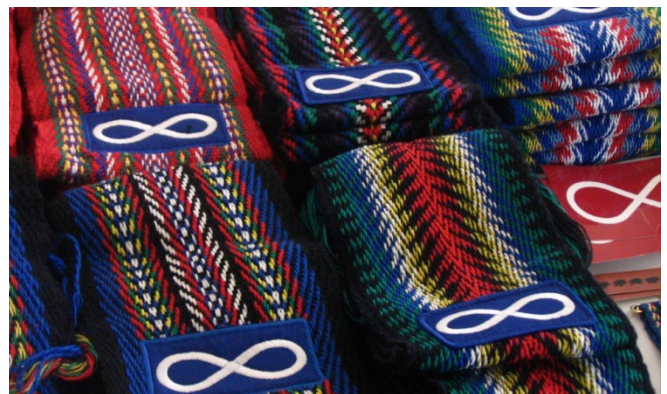
Somerville's principles shape our collaborative journey with Indigenous Nations and Communities

Respect

At Somerville, we recognize that respect is fundamental to developing trust and we are committed to fostering meaningful relationships, honoring Indigenous rights, knowledge and governance, and ensuring inclusive and culturally appropriate collaboration.

Long-Term Partnerships & Early Engagement

Somerville prioritizes building respectful long-term partnerships that support economic reconciliation. In advance of projects, Somerville prioritizes early engagement which allows for workforce training needs to be addressed and ensures Indigenous business and workforce readiness for the project.





02

Our Strategic Pillars



Our Strategic Pillars

Indigenous
Business &
Workforce
Development

Environment

Community
Investment



1. Indigenous Business & Workforce Development

Supporting the development and growth of Indigenous businesses/Indigenous entrepreneurs and the Indigenous workforce is very important to Somerville. We strive to work collaboratively with Indigenous Nations and communities to promote greater development and utilization of Indigenous human resources. We support Indigenous-owned and affiliated businesses and endeavor, where possible, to provide proactive guidance to Indigenous businesses in completing RFP documentation.

When requested, we communicate with unsuccessful proponents to help clarify the process for future RFP opportunities. Somerville's commitment to Indigenous business and workforce development is demonstrated through enhanced participation of Indigenous businesses

and employees on our projects wherever possible through:

- Procurement
- Employment/Workforce Development
- Business Development
- Capacity Building

Somerville strives to enhance Indigenous workforce development wherever possible.

We proactively communicate workforce experience requirements, employment criteria, evaluation criteria, career advancement and training opportunities to potential employees.

In addition to hiring members of the Indigenous skilled workforce, we aim to provide opportunities for "green hands" or less experienced employees for whom we will provide mentorship and invaluable hands-on employment experience. Somerville is also committed to facilitating training for prospective employees and newly hired employees. This training is provided through local unions, Indigenous training-to-employment organizations, and Somerville's on-site mentoring programs.



2. Community Investment

It is a priority for Somerville to focus on initiatives that will produce positive, tangible, and long-lasting results for Indigenous Nations and communities.



3. Environment

At Somerville, environmental stewardship is of primary importance. We understand the significance of traditional lands and the high value placed by Indigenous Peoples on safeguarding the environment for generations to come.

We recognize that the land, the waters and the environment are deeply embedded in Indigenous worldviews and traditions and have important historical, political, economic, cultural and spiritual significance. We also acknowledge the importance of honoring traditional Indigenous land-based practices such as hunting, fishing, trapping, gathering sacred medicinal plants and berry picking that are integral to the well-being of many Nations and communities.

We do our utmost to conduct our business in a manner that respects the land, the environment, sacred sites, land-based practices and Indigenous worldviews. Somerville is mindful of our collective reliance on the land and the balance that must be maintained to ensure environmental sustainability.



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