

# Indigenous Reconciliation Plan

DECEMBER, 2025



# TABLE OF CONTENTS

- 03** Welcome
- 04** A Message From Our Leadership
- 05** Our Values
- 06** The Creation of Riverside Energy Systems
- 07** Why are We Building a Reconciliation Action Plan?
- 09** Meet Our Mascot
- 10** Riverside's Five Pillar Approach
- 11** The Reconciliation Action Plan
- 13** Acknowledgements
- 14** The Future of Reconciliation



# WELCOME

Riverside Energy Systems was founded in, and our office remains on, the traditional and unceded territory of the Tk'emlúps te Secwépemc. We also acknowledge, with deep respect, the unceded and traditional territories of all Indigenous across British Columbia that have welcomed us into their territories.

We acknowledge the painful truths of Canada's colonial history. For generations, Indigenous peoples have faced displacement, alienation, and harm through policies and systems designed to erase cultures, languages, and rights. The recent confirmations of unmarked children's graves at former residential schools have brought these truths into sharper focus, underscoring the lasting impact of these injustices.

We recognize that systemic racism continues to shape inequities today, contributing to higher rates of poverty, violence, addictions, suicide and incarceration for Indigenous peoples; and the ongoing national injustice of missing and murdered Indigenous children, women, men and Two-Spirit people.

Our connection to reconciliation stems from the relationships we have built with First Peoples over many years. We work in partnership with communities through listening, learning, and supporting local energy independence and sustainability efforts. Clean-energy projects can be more than technical solutions. We see our efforts as opportunities for skills development, community pride, and self-determination.



Wet'suwet'en First Nation Training



Construction of Kanaka solar ground mount



Sq'ewqel (Seabird Island Band)

# A MESSAGE FROM OUR LEADERSHIP



**Greg Lambertus**  
Director, Riverside Energy Systems

Growing up in Prince George, I was surrounded by friends from Lheidli T'enneh and from many other Nations who had made PG their home. I also grew up alongside a brother and sister whose mother was Indigenous, and later in life I married an Indigenous woman and became a parent to two wonderful children. Because of these deep personal connections, I've seen firsthand the impacts of colonization within my own family. This is why the Truth and Reconciliation Commission's 94 Calls to Action hold such meaning for me—not as abstract policies, but as commitments that resonate with lived experience.

From the early days of our company, giving back has always mattered. While our work once took us internationally, we have intentionally shifted our focus in recent years to building meaningful relationships with local Indigenous. This shift has been incredibly fulfilling. It has allowed us to connect with people on a personal level and to ensure that the systems we install are grounded in quality, reliability, and long-term support.

When communities share their needs with us, we approach each project with care and intention. Thoughtful design, guided directly by Indigenous priorities, is at the centre of everything we do. Our work in this space is still in its early stages, but we are committed to continuing this path. For me, this is not just professional—it's personal. And it is my goal to ensure that our contributions to reconciliation grow stronger with every step we take.



# OUR VALUES

## SERVING CLIENTS FIRST

Listening to and understanding the needs and priorities of a community first

## MINDFUL OF OUR ACTIONS

Acknowledging history, recognizing past harms and ensuring they are never repeated

## LEARNING TO GROW

Respecting Indigenous languages, traditions, and spiritual practices through Cultural Awareness Learning

## COMMITTED TO THE SUCCESS OF OTHERS

Building collaboration through partnerships and working together in unity and mutual respect

## FOCUSED ON RESULTS

Delivering projects in an inclusive manner to the same standard as all of our projects



Riverside Energy staff attend a blanket exercise, led by John and Flora Duff



A teaching moment at Stein Valley Nlaka'pamux School



Training at Whispering Pines/Clinton Indian Band



Celebrating a solar installation at Kanaka Bar

# THE CREATION OF RIVERSIDE ENERGY SYSTEMS

We're an environmentally conscious business established in 1995. Riverside offers a full spectrum of sustainable services addressing grid-connected and off-grid solar PV energy system needs.



## 1980'S

### THE EARLY YEARS

Paul Fletcher, our founding partner, can tell that people are interested in clean and renewable energy. He begins his interest in clean technology by building his own wind turbine.

## 1995

### ESTABLISHED

Paul launched a renewable energy business in 1995 which started as a hobby serving off grid clients. Little did Paul know of the bright future ahead for the industry.

## 2000'S

### EXPANSION

As interest and technology advance, our experience grew and spanned a broad range of projects including residential, public, commercial, industrial, and recreational applications.

## 2010'S

### PASSING IT ON

Ben Giudici, who has a masters in electrical engineering, joins Riverside Energy. With over 20 years' experience as an educator, Ben spearheads our solar training program for Indigenous communities.

## 2020'S

### INNOVATION

Riverside has since expanded to more than 30 full-time employees. Our dedication and determination to deliver a quality product with exceptional service has never been stronger.



“ We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. ”

– Business and Reconciliation,  
Call to Action 92

## WHY FOLLOW A RECONCILIATION ACTION PLAN?

Quite simply, creating and following an Indigenous Reconciliation Action Plan is the right, moral and legal thing to do. We must reflect on our past and improve relationships in the present by seeking out meaningful action for the future.

The purpose of this plan is to provide a clear framework for how we will embed reconciliation into our everyday practices. This plan reflects our commitment to real action.

# WHY FOLLOW A RECONCILIATION ACTION PLAN?

## Support Indigenous Priorities

We stand alongside Indigenous communities as they advance their priorities, including energy independence, business development, and self-determination. We are committed to using our skills and resources in a way that supports these goals, always respecting Indigenous leadership and direction.

## Express Our Commitment

This Reconciliation Action Plan reflects what matters most to our team: fostering stronger relationships with Indigenous communities, deepening cultural awareness, and creating meaningful opportunities for collaboration and employment.

## Call to Action #92: Business and Reconciliation

We are committed to implementing Call to Action #92: Business and Reconciliation, which calls on companies to adopt the principles of the UN's Declaration on the Rights of Indigenous peoples in meaningful ways.

For us, this means ensuring that our partnerships are transparent and respectful. Indigenous voices will continue to help shape the projects we undertake, so that we will have equitable economic and social business practices.

By listening to Indigenous histories and perspectives, and supporting community-led initiatives, we will continue to embed reconciliation into our workplace culture.



Hands-on training, installation at Fort Nelson First Nation



Solar training course at NVIT



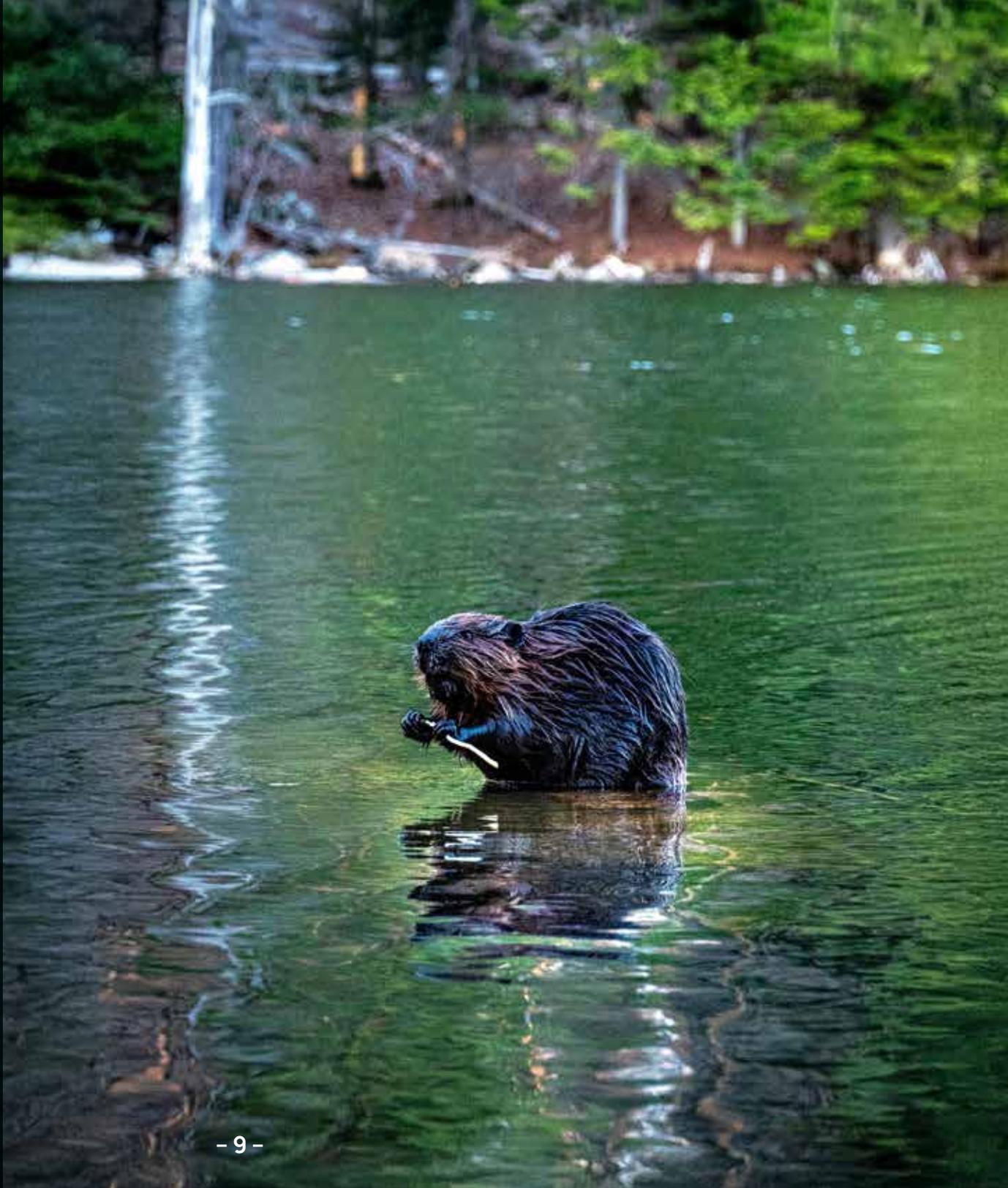
Training community members while installing at Nuxalk Nation

# Meet Wattson



Riverside Energy chose a beaver as our mascot, Wattson, because the beaver holds deep cultural significance for many Indigenous communities across British Columbia and Canada symbolizing:

- Hard work & cooperation
- wisdom
- transformation
- Living in harmony with the land
- The ability to rebuild after hardship



# RIVERSIDE'S FIVE PILLAR APPROACH

To achieve our commitments, our Reconciliation Plan follows a five-pillar, holistic approach that resonates through all aspects of our company.



## CULTURAL AWARENESS & LEARNING

Expand awareness by inviting Elders to speak, tell stories, lead workshops and reflection circles. Staff will be encouraged to participate to deepen their understanding of Indigenous cultural practices.



## ECONOMIC PARTICIPATION

Increase inclusion of Indigenous businesses and suppliers by building long-term partnerships and prioritizing procurement from them.



## EMPLOYMENT, TRAINING, AND CAREER DEVELOPMENT

Create meaningful opportunities for Indigenous employment and mentorship with a focus on career development pathways.



## RELATIONSHIPS & PARTNERSHIPS

Strengthen connections with Indigenous communities by prioritizing respectful collaboration and supporting initiatives led by Indigenous.



## WORKPLACE CULTURE & PRACTICES

Embed reconciliation values into workplace culture by integrating them into policies and daily operations, which will be supported by consistent training and awareness opportunities.

# RIVERSIDE'S RECONCILIATION ACTION PLAN



## **Economic Participation**

### **ACTION**

Align Indigenous economic development initiatives with strategy developed by our Indigenous Strategic Advisor

**COMPLETION DATE**  
May 2026

**MEASURE OF SUCCESS**  
Established and tracked with regular monthly meetings.

### **ACTION**

Find at least 3 Indigenous suppliers and develop relationships with the intention to move business over to them.

**COMPLETION DATE**  
December, 2026

**MEASURE OF SUCCESS**  
When supplier tracking reports that at least 3 of our suppliers are from Indigenous-owned.

## **Cultural Awareness & Learning**

### **ACTION**

Recognize and recommunicate reconciliation efforts to staff at quarterly State of the Company address.

**COMPLETION DATE**  
December, 2025

### **ACTION**

Ongoing consultation with an Indigenous Strategic Advisor, ensuring our efforts are culturally aligned with the communities we serve

**COMPLETION DATE**  
February 2026

**MEASURE OF SUCCESS**  
Increase in quality impactful business relationships with Indigenous communities

### **ACTION**

Establish a yearly “Cultural Learning Week”, including inviting Elders to share stories &/or lead workshops.

**COMPLETION DATE**  
First event by June 2026

**MEASURE OF SUCCESS**  
80% participation by staff.

# RIVERSIDE'S RECONCILIATION ACTION PLAN



## Employment, Training & Career Development

### ACTION

Award 2 scholarships each year to Indigenous students in communities we serve.

### COMPLETION DATE

Program launched by December 2026

### MEASURE OF SUCCESS

2 x \$500 scholarships awarded each year.

### ACTION

Establish a mentorship program pairing interested Indigenous individuals with senior staff from Riverside Energy Systems.

### COMPLETION DATE

Program launched by March 2027

### MEASURE OF SUCCESS

Mentees report career growth after 12 months of mentoring.



## Relationships & Partnerships

### ACTION

Sponsor and support Indigenous community initiatives each year.

### COMPLETION DATE

Starting in 2025, recurring annually

### MEASURE OF SUCCESS

Support at least 3 initiatives each year, and provide clear and transparent public reporting on our involvement.

### ACTION

Sign formal collaboration agreements (MoUs) with at least one Indigenous community per year.

### COMPLETION DATE

Ongoing, starting Dec 2026

### MEASURE OF SUCCESS

One signed agreement per year; implementation progress tracked.



## Workplace Culture & Practices

### ACTION

Embed reconciliation values into HR policies.

### COMPLETION DATE

October 2026

### MEASURE OF SUCCESS

Updated policies are published.

### ACTION

Introduce “Cultural Leave” policy for employees to attend Indigenous ceremonies and events.

### COMPLETION DATE

October 2026

### MEASURE OF SUCCESS

Policies in place with employee awareness.

### ACTION

Create a Reconciliation Leadership Committee to monitor progress on action plan.

### COMPLETION DATE

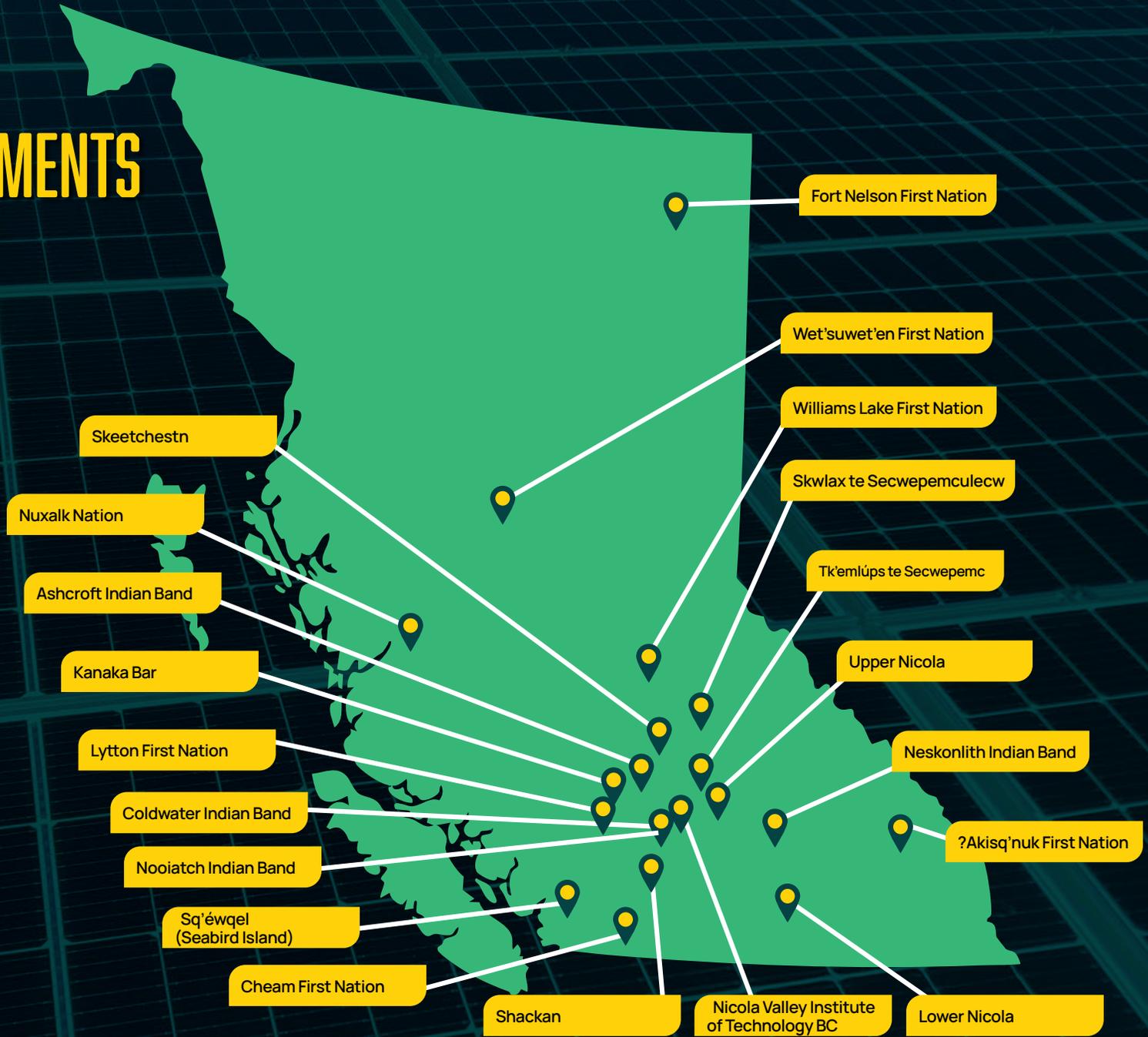
May 2026

### MEASURE OF SUCCESS

Committee established with annual progress reports shared company-wide.

# ACKNOWLEDGEMENTS

We are deeply grateful to the Indigenous communities who have welcomed us into their territories and trusted us as partners. The projects, as well as the solar feasibility and training initiatives we have undertaken with Indigenous communities, stand as reminders of what is possible when we work in true partnership. These collaborations were completed with:



# THE FUTURE OF RECONCILIATION

We understand that reconciliation is not a fixed destination but an ongoing journey. The work we do today must set the foundation for stronger relationships and a greater understanding of Indigenous histories. This will lead to more equitable opportunities in the years ahead.



MAKING **SOLAR POWER** EASY SINCE 1995

[riversideenergy.ca](http://riversideenergy.ca)

250-578-0620 • [Info@riversideenergy.ca](mailto:Info@riversideenergy.ca)  
24-1425 Cariboo Place, Kamloops, BC