



INDIGENOUS RELATIONS POLICY STATEMENT

EFFECTIVE JANUARY 1, 2025

COMMITMENT

The FWS Group of Companies (FWS) envisions a future when reconciliation is embedded in all aspects of its business and is committed to building strong and meaningful relationships with Indigenous Peoples of Canada based on trust, transparency and mutual respect. We believe that engaging with Indigenous Peoples will lead to sound business decisions for present and future generations.

Toward this end, an established Indigenous Relations Program which reflects our core values and beliefs guides the Company in all its operations and further represents our commitment to Corporate Social Responsibility. By integrating indigenous relations activities into the fabric of our day-to-day operations, we will strengthen our contribution towards vibrant Indigenous communities and Indigenous social and economic reconciliation.

OBJECTIVES

FWS will work in a spirit of collaboration and consultation with all Indigenous partners and employees to implement an Indigenous Relations Program that is centered on the Truth and Reconciliation Commission of Canada: Calls to Action and focuses on the following primary objectives:

- FWS will deepen its understanding of the history, customs, beliefs and traditions of Indigenous Peoples to chart a path towards reconciliation
- FWS will act with integrity and seek to increase Indigenous participation in our business through employment and training, business engagement, profit sharing and social investment so that local Indigenous communities, businesses, and people can share in our success
- FWS will continue to promote an inclusive corporate culture by developing and implementing corporate policies and practices to support a workforce that is representative of the Indigenous population of Canada

All employees are responsible for promoting the beliefs and principles underlying this Policy as we seek to advance the interests of Indigenous Peoples and build stronger communities.

Respectfully yours,

BRENT CLEGG
PRESIDENT & CEO

VALERIE FOX
INDIGENOUS RELATIONS ADVISOR