

Northern

Mat & Bridge



INDIGENOUS RELATIONS POLICY

Vision:

At Northern Mat & Bridge (NMB), we believe the key to building successful relationships with our Indigenous neighbours is based upon mutual respect, fairness, understanding and open communication to understand their traditional land use concerns and minimize our impacts to sensitive areas. Our goal is to be the business partner and employer of choice for Indigenous communities and peoples.

Objectives:

Since the inception of Northern Mat & Bridge in 1999, we have worked closely with numerous Indigenous communities and peoples. Our understanding and respect for indigenous knowledge, cultures and traditional practices contributes to sustainable and equitable development and proper management of the environment. We earn the trust of Indigenous communities by delivering on our commitments and responsibilities. In performing contract activities, NMB will respect the on-going traditional land use of Indigenous peoples and take measures to minimize the impact of our activities on the exercise of their Indigenous and Treaty rights. We will continue to improve the delivery of our business to protect the environment and Indigenous cultural resources of historical significance.

Relationship Principles:

We will use the following principles to guide our behaviours while working with Indigenous peoples:

Open Communication - We are committed to engaging openly and transparently with Indigenous communities and peoples regarding activity impacts and community benefits;

Mutual Respect - We respect the land, environment and traditional ways of life of Indigenous communities and recognize the importance of their culture and connection to the earth, for this reason it is imperative for us to work together to ensure we mitigate against impacts to traditional land use areas; preserving environmentally significant lands; and

Fairness - Through open and honest engagement we commit to building beneficial relationships which includes fair access to employment, training and business opportunities to enable them to maintain and strengthen their institutions, cultures and traditions, and promote their social, cultural, economic and educational well-being.

Implementation:

NMB will work with its customers and subcontractors to share our principles, commitments and goals by encouraging them to meet or exceed them through policies and practices of their own. This policy will be included in NMB worker orientations. In addition, managers and supervisors will receive training and be evaluated on their ability to deliver these principles. NMB will measure and monitor its implementation progress of this policy. An audit and annual effectiveness review will be performed including communication of policy changes and implementation plan.