






**RCSS-HR-02PL001**  
**INDIGENOUS RELATIONS POLICY**

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Review and Approval			
Title	Name (Printed)	Signature	Date
Chief Human Resource Officer	Yulia Austin		June 13, 2022
General Counsel	Fiona Sutherland		May 27, 2022
Chief Executive Officer	Talman Pizzey		May 27, 2022

**Notes:**



<b>Revision Summary</b>		
<b>Revision No.</b>	<b>Date</b>	<b>Description</b>
0	May 27, 2022	First Issue. This policy replaces CAN-HR-02PL001 Aboriginal Relations Policy.



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## 1.0 OBJECTIVE

Rockwood Service Corporation is committed to Indigenous inclusion through trust-based, respectful relationships that are mutually beneficial. Our focus is to collaborate with our customers and Indigenous communities on a path to reconciliation. We understand that relationship building, and reconciliation are a journey that must be approached with humility.

This policy establishes the corporation's approach and defines expectations for managing relationships with Indigenous People. It outlines our commitments and responsibilities and is meant to guide our day-to-day business activities.

## 2.0 SCOPE

This policy applies to all Rockwood businesses, including all Acuren entities and all owned subsidiaries and affiliates (the "Corporation").

## 3.0 DEFINITIONS

**Indigenous or Aboriginal Peoples:** A collective name for the original peoples of North America and their descendants. In Canada, recognized Indigenous communities constitute First Nations, Inuit, and Métis. In the USA, Indigenous peoples are Native American and Alaska Native peoples.

**Reconciliation:** an ongoing process to recognize Indigenous rights and acknowledge the wrongs of history.

## 4.0 POLICY

Throughout North America, the Corporation will achieve its commitment to Indigenous inclusion through collaboration with Indigenous communities and our customers. We will establish relationships with Indigenous Peoples that are trust-based, respectful and beneficial for both parties. In doing so, we will recognize the unique history, rights, and culture of Indigenous Peoples. The respectful inclusion of Indigenous communities in our business will be reflected in our communication efforts, contracting and supplier selections, workforce engagement and overall community relationship building.

Our Indigenous inclusion commitment areas are:

### 4.1 Communication & Engagement

Our communication with Indigenous communities will be respectful, transparent, and culturally sensitive. In seeking to listen and understand, we will value Indigenous perspectives and knowledge shared. Through the respect of community protocols, we will enable opportunity for meaningful input, resulting in better projects. In our efforts to ensure respectful engagement, our staff will participate in ongoing, Indigenous-led, cultural learning opportunities sourced within our operating areas from Indigenous communities.

### 4.2 Business Development

Our inclusion of Indigenous Peoples in business development will focus on accessing capacity for sustained, market-competitive opportunities, realized through our customer's projects. When making contract and supplier decisions, we will be knowledgeable of, and meaningfully consider, Indigenous-owned, community-owned, and affiliated service providers in our operating areas.



#### 4.3 Employment

Our efforts to include Indigenous Peoples into our workforce will ensure we have a culturally respectful and welcoming workplace. In collaborating with our customers, we will effectively respond to workforce needs associated with our scope of work. Through our relationships with Indigenous communities, we will determine opportunities for workforce inclusion. Recruitment, hiring and retention processes will identify and address potential barriers to success, with a primary goal of successful and rewarding employment.

#### 4.4 Community Involvement

Our desire is to support our customers by building sustainable relationships with the Indigenous communities whom they work with. Sustainable relationships are honest and respectful in their approach, while realizing shared benefit through opportunity. We will listen to communities, seek to understand what is important and respond accordingly. We understand that relationship-building with Indigenous communities is a journey that we are invited to be part of and one that will be approached with humility.

### 5.0 RESPONSIBILITIES

The President and Chief Executive Officer (CEO) is accountable for the development and maintenance of programs that achieve the requirements of this policy.

Senior leaders are accountable for ensuring that this policy is effectively implemented within their respective functions.

Human resources will provide direction and oversight of all engagement activities.

Employees engaged in work with Indigenous communities will receive cultural awareness training to prepare them to interact with Indigenous community members effectively and respectfully.

All employees and contractors are expected to comply with this policy and support others in doing so.

### 6.0 REFERENCES

- United Nations Declaration on the Rights of Indigenous Peoples
- Truth and Reconciliation Commission of Canada

### 7.0 CONTACT

For questions related to this policy, contact General Counsel.