



# Indigenous Relations Policy


KOTUG Canada is an industry leader in developing relationships and fostering prosperous opportunities with Indigenous communities, organizations, companies, and employees. These relationships and opportunities produce collective benefits to Indigenous Peoples, their organizations, companies, and communities, as well as to KOTUG Canada, the marine community, and governments.

Indigenous relations permeate all levels of our operations. Sr. Leadership empowers those in seafaring and shore-based roles to embrace the mutual benefits of Indigenous inclusion.

KOTUG Canada is proud to work with Indigenous groups. We recognize our role as a company and an employer to embrace the Truth and Reconciliation Commission's call to action 92.

Sr. Leadership is committed to:

- Applying the United Nation's Declaration on the Rights of Indigenous Peoples (UNDRIP) principles, norms, and standards to corporate policies and core operational activities
- Incorporating Etuaptmuk (Two Eyed Seeing) of traditional Indigenous knowledge and contemporary western knowledge, with a focus on Indigenous community outreach and consultations
- Applying a holistic approach to the development of inclusive benefits and community programs to support sustainable and economic growth
- Building relationship on both community and individual levels, with transparency and non-retaliation for raising complaints and concerns
- Incorporating Indigenous improvement initiatives into the annual strategic planning sessions
- Providing equitable access to opportunities and training, with a focus on supporting the reduction of barriers to entry
- Providing Indigenous training to employees to improve cultural competencies
- Enabling an environment where cultures can be shared, strengthening inclusivity for employees
- Providing a respectful workplace environment that empowers greater cultural humility surrounding Canada's history, and its lasting effects, with Indigenous peoples

  
Signature

August 8, 2024  
Date