



As an Indigenous owned business, Bouchier actively works to establish and maintain relationships with Indigenous people based on mutual respect, trust, and dialogue. Our business success allows us to create opportunities for Indigenous communities, businesses, and people to achieve their full potential and shared prosperity. Together, we can all make a positive impact.

Bouchier strongly believes that working with Indigenous communities, businesses and people is essential to our success. Our priority focus is within the Regional Municipality of Wood Buffalo (RMWB), especially our home, the community of Fort McKay. In support of this statement, Bouchier makes the following commitments:

### **Leadership Actions**

- We set and cascade clear commitments and targets related to employment, procurement, community investment and retention of culture through our Socioeconomic policy (CBP-001) and plan (CBP-008).
- All levels of leadership must complete Indigenous Awareness Training and Par Criteria Training.

### **Employment**

- We have an Indigenous hiring target of 45% and collaborate with communities throughout western Canada to prioritize Indigenous employment. We prioritize recruiting and retaining Indigenous talent in our workplace.

### **Business development**

- We have a target to hold an Indigenous spend of 15% of overall company expenditures.
- As a full member of the Northeastern Alberta Aboriginal Business Association (NAABA) and the Canadian Council of Aboriginal Business (CCAB), we assist local Indigenous businesses with the opportunities to promote and grow within their supply chain capacity.

### **Community relationships**

- Bouchier is passionate about giving back to the communities where we live and work. Our community engagement policy (CBP-007) outlines an annual contribution of 1% of profit towards initiatives which meet our guidelines with special attention to Indigenous communities and organizations.
- Aside from monetary contributions, we support through in-kind donations and encourage our employees to volunteer their time and skillsets within the community through our volunteer program.

#### **Head Office**

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We envision a future where reconciliation is meaningfully embedded in all aspects of the company's work and the company. It starts with us and our responsibility to be a good neighbour.

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