



Bouchier is an Indigenous-owned company built on the belief that business can and must create lasting prosperity for Indigenous communities. Rooted in Fort McKay and operating across Canada's energy and industrial sectors, we exist to generate opportunity, strengthen community capacity, and advance reconciliation through action.

Our success is inseparable from the communities where we live and work. As members of the Regional Municipality of Wood Buffalo, and especially as part of the Fort McKay community, we understand that economic participation, cultural preservation, and shared prosperity go hand in hand. Reconciliation at Bouchier is not an initiative; it is embedded in our operations. In support of this statement, Bouchier makes the following commitments:

Leadership Actions

- We formalize our commitments through our Environmental, Social & Governance (ESG) Sustainability Policy (CBP-002), annual Indigenous Relations Report, and ESG reporting. Our targets are clear, measurable, and publicly tracked — spanning employment, procurement, community investment, and cultural retention.
- All levels of leadership complete Indigenous Awareness Training and PAIR Criteria Training to ensure accountability is both structural and personal.

Employment

- We are committed to building a workforce that reflects the communities we serve, with a goal of 48% Indigenous representation and 20% female representation by 2027. We partner with Indigenous communities across Canada to attract, mentor, and develop talent, creating meaningful careers and career pathways, not just jobs.
- Our approach is long-term: mentorship, leadership development, and a culture grounded in respect and inclusion.

Business Development

- We have set a target of directing 25% of our total company expenditures to Indigenous businesses.
- As active members of the Northeastern Alberta Aboriginal Business Association (NAABA) and the Canadian Council of Indigenous Business (CCIB), we create pathways for Indigenous suppliers to expand capacity, build partnerships, and access greater opportunities within our supply chain. Our growth is designed to lift others on our journey and build shared growth.

Community Relationships

- Through our Community Impact Guidelines and the Bouchier Community Impact Program, we invest in initiatives that strengthen Indigenous communities, support youth development, preserve culture, and enhance local well-being.
- Beyond financial contributions, our employees give their time, skills, and leadership to the communities they call home.
- We understand that reconciliation requires sustained relationships built on respect, transparency, and trust. It begins with being a good neighbour and continues through measurable action.

Our Vision

We envision a future where Indigenous businesses are not participants on the margins, but leaders at the center of Canada's economy. At Bouchier, reconciliation is embedded in our governance, workforce, procurement practices, and community relationships. It is reflected in who we hire, who we partner with, how we invest, and how we lead. Together, we are building more than a company, we are building generational prosperity grounded in culture, accountability, and shared success.

Nicole Bourque Bouchier
CEO/Co-Owner

A stylized, circular signature in black ink, consisting of several overlapping loops.

David Bouchier
President/Co-Owner

A handwritten signature in black ink, appearing to read "David Bouchier" with a long, sweeping underline.