



Document Number	Title	Revision	Date
MH-MGT-00-POL-0005	Indigenous Relations Policy	B01	2023-01-0421

# INDIGENOUS RELATIONS POLICY

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Rev.	Date	Purpose	Creator	Reviewer	Approver



**MORRISON HERSHFIELD**

*People • Culture • Capabilities*

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### Revision Details

Revision	Revision Date	Brief Description of Change
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## 1 PURPOSE AND SCOPE

### 1.1 PURPOSE

At Morrison Hershfield we are committed to increasing our knowledge and understanding of Indigenous history and culture and the role Indigenous groups play within the communities we live and work. We aim to strengthen our existing Indigenous relationships and build new and lasting positive relationships through meaningful engagement in the communities where we work by taking positive and concrete steps on our collective journey toward reconciliation.

### 1.2 SCOPE

This policy applies to all employees at Morrison Hershfield. It reflects our intentions and our approach to business as Morrison Hershfield is committed to establishing and maintaining mutually respectful and meaningful relationships between Indigenous communities, our clients and partners and our company.

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## 2 DEFINITIONS AND ABBREVIATIONS

The following terms have been used within this document.

Term	Definition
MH	Morrison Hershfield
BU	Business Unit
SU	Service Unit
SMT	Senior Management Team
Shall	Indicates a requirement
Should	Indicates a recommendation
May	Indicates a permission
Can	Indicates a possibility or a capability
CCAB	Canadian Council for Aboriginal Business
PAR	Progressive Aboriginal Relations
Indigenous	Originating or occurring naturally in a particular place; native
Aboriginal	Inhabiting or existing in a land from the earliest times or from before the arrival of colonists.

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### 3 RESPONSIBILITY & AUTHORITY

#### 3.1 ALL LEADERS

- Set a clear leadership commitment statement and policy for positive Indigenous relations.
- Endeavour to recruit and retain Indigenous talent and support their career development and advancement.
- Promote internal awareness and training opportunities to increase understanding of Indigenous People’s rights, culture, values and histories.
- Endeavour to develop mutually beneficial relationships with Indigenous-owned businesses.

#### 3.2 HUMAN RESOURCES (HR)

- Policy oversight, revisions and implementation
- Adherence to any relevant legislation, if applicable

#### 3.3 ALL EMPLOYEES

- MH Employees are responsible for reading, understanding and complying with the Indigenous Relations Policy.

#### 3.4 PAR COMMITTEE

- Oversight, facilitation of the relationship between MH and the Canadian Council for Aboriginal Business
- Coordination of MH efforts towards attaining Progressive Aboriginal Relations™ (PAR) program certification
- Look for opportunities to apply best practices across all countries where MH does business

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## 4 POLICY

### 4.1 OUR COMMITMENT

Morrison Hershfield is a member of the Canadian Council for Aboriginal Business and an active participant in its Progressive Aboriginal Relations™ (PAR) program.

PAR is a certification program that verifies Morrison Hershfield’s corporate performance in Indigenous relations in Canada in four key areas: leadership actions, employment, business development and community relationships. From this participation, we will take our key learnings and apply them as best practices across regions where we do business and employ staff.

### 4.2 GUIDING PRINCIPLES

We maintain a set of Core Values and Principles that guide our dealings with the public, our clients and each other. We respect Indigenous rights and culture and require considerate and fair dealings with Indigenous businesses and communities in all activities conducted by our employees. We recognize the importance of Indigenous participation in the economy. In our pursuit of sustainable Indigenous relations, we will:

- **Be Respectful:** Respect the legal rights of local Indigenous Peoples and communities, as well as their culture, histories, resources and traditions.
- **Build Relationships:** Create and sustain mutually beneficial business relationships between Morrison Hershfield and the Indigenous communities we work with.
- **Engage Proactively:** Engage Indigenous communities in our activities providing the opportunity for meaningful participation and dialogue with community leaders and members to optimize decision-making.
- **Develop Awareness:** Promote opportunities for education and training within our firm that further our own understanding of unique Indigenous cultures, needs and concerns and foster engagement with Indigenous Peoples.
- **Support Business Development:** Be a responsible business partner and seek out equitable procurement opportunities with Indigenous communities and businesses.
- **Grow our Indigenous Employee Base:** Look for opportunities to provide job opportunities to Indigenous people and ask them to partner with us to help achieve our certification goals.

### 4.3 OUR RESPONSIBILITY & ACCOUNTABILITY

As an engineering firm, Morrison Hershfield has a significant opportunity to contribute to the health and prosperity of our communities, through our individual responses, our practices and our project work. Our social responsibility includes support of reconciliation efforts, from our firm’s leadership, managers and all employees, as appropriate.

As a Progressive Aboriginal Relations™ (PAR) committed company, we are provided with independent, third-party verification of company reports on measurable outcomes and initiatives in the four noted performance areas: leadership actions, employment, business development and community relations. Working with Indigenous experts and our PAR committee, we are setting and executing against plans to improve in all four key business pillars.



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## 5 COMPLIANCE AND KPI'S

### 5.1 COMPLIANCE

All staff are expected to comply with this policy. Concerns regarding policy violation can be submitted to your manager or the Human Resources department. All concerns or complaints will be investigated in a timely manner. Solutions and recommendations for remedy may be sought by the Human Resources department through the PAR committee or MH's Diversity, Equity and Inclusion Advisory Council.

### 5.2 MEASUREMENT AND GOALS

Through our working engagement with Canadian Council for Aboriginal Business and our pursuit of Progressive Aboriginal Relations™(PAR) certification, goals and milestones are set by MH and monitored by CCAB for validity. We set aspirational targets based on their recommendations and our targets can progress over time as we continue to achieve desired outcomes.





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## 6 COMMUNICATION AND REVIEW

This document shall be communicated to all staff via our governance portal on MH Connect.

This document shall be reviewed for effectiveness on an as-needed basis. Updates to this document shall be highlighted on the MH Portal.



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## 7 REFERENCES

The following documents interface with this document.

Document Number	Title
MH-HRD-00-POL-0013	Diversity, Equity and Inclusion Policy
MH-HRD-00-POL-0010	Code of Conduct
MH-HRD-00-POL-0001	Respect in the Workplace