



## Indigenous Relations Policy

### LineStar Indigenous Relations

LineStar values the importance of creating inclusive, respectful, and equitable working environments. LineStar recognizes that we supply Canada's largest electricity transmission and distribution providers to meet Canada's demand for reliable and affordable energy. LineStar recognizes that Indigenous communities can be impacted by these activities, which may affect the natural environment. We are committed to delivering our products in a socially responsible way that is mindful of human rights and local residents. This commitment drives our company to partner with customers that share our respect for diversity of the Indigenous landscape in Canada. Crucial to our corporate social responsibility is our focus on Indigenous relationships in the communities we live in and work.

### Purpose and scope

The purpose of this policy is to ensure that LineStar staff pursue and develop long-term mutually beneficial relationships with customers who support and build relationships with Indigenous Groups across Canada. This policy will ensure that all staff will respect and recognize the intent of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). LineStar will ensure that staff conduct all business activities with integrity, commitment to customers and accountability that is outlined in our company culture policy. Our staff will recognize and respect Indigenous Peoples collective attachment to the land and resources which Canada's utility infrastructure is built on.

### Canada's support for the United Nations Declaration on the Rights of Indigenous Peoples

In November 2010, the Government of Canada issued a statement in support of the endorsement of the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

According to Canada, "The Declaration is an aspirational document which speaks to the individual and collective rights of Indigenous peoples, taking into account their specific cultural, social and economic circumstances." It was also stated that "in endorsing the Declaration, Canada reaffirms its commitment to build on positive and productive relationships with First Nations, Inuit, and Metis peoples to improve the well-being of Aboriginal Canadians". LineStar recognizes the importance of the UN Declaration taken within the context of Canada Law.



## Core values and commitment

The core values which guide our relationships with clients, suppliers, and staff are referred to as “**the LineStar way**”. An important part of these values is our commitment to work with Indigenous communities in the areas we operate. For us, being an industry leading supplier in the utility industry means listening, building trust, and working collaboratively with our customers to develop mutually beneficial relationships with Indigenous communities and peoples throughout Canada.

We support Indigenous peoples long-term economic interests and are committed to providing equal opportunity and mentorship through employment and contracting opportunities. Where possible, we work together with the Indigenous Groups in the areas we supply products.

## Measurement and responsibility

We respect Indigenous Treaty Rights, and we respect the diversity of individual cultures. All LineStar employees are responsible for the application of this policy. LineStar management are also responsible for promoting the beliefs and principles underlying this policy across our organization.