

### **INDIGENOUS INCLUSION POLICY**

Midwest Surveys recognizes our role in responding to the Truth and Reconciliation Commission (TRC) Call to Action #92. We are focusing our efforts on the journey towards positive and progressive Indigenous inclusion and reconciliation in accordance with the TRC, and with the strategic guidance from the Canadian Council for Aboriginal Business (CCAB) Progressive Aboriginal Relations (PAR) Program. We respect the rights of Indigenous People and endorse the United Nations Declaration of Rights for Indigenous Peoples (UNDRIP).

At Midwest Surveys, we are committed to attracting and welcoming Indigenous People, communities, and groups from across Canada to work collaboratively with us through the services we provide to our clients. We are committed to building long-lasting relationships, contributing positively to reconciliation, and to supporting economic development within the communities where we work. We are committed to taking the time to listen, learn, and engage with Indigenous communities in order to identify opportunities to create shared value.

The Midwest Surveys Indigenous Inclusion Policy includes four pillars which will guide our commitment to reconciliation: Leadership & Culture, Employment & Training, Business Development, and Community Relationships.

In developing this Policy, we will strive to carry out the following responsibilities:

#### **Leadership & Culture**

Through active leadership we will build a culture of Indigenous inclusion and ensure that engagement with communities becomes 'business as usual' for Midwest Surveys. We will allocate the necessary resources to maintain organizational structures, processes, and education in pursuit of Indigenous inclusion. Leadership at Midwest Surveys will lead by example in demonstrating the importance of the four pillars outlined in this policy.

#### **Employment & Training**

We are committed to fostering a diverse workforce where equal opportunity is the standard and where no individual is prevented from being successful based on attributes unrelated to job performance.

As a business committed to the PAR program, we will formalize and declare our commitment to fostering an inclusive workplace that strategically and respectfully embraces Indigenous perspectives, talent, and experience. We will strengthen our partnerships with Indigenous community employment centers to understand unique barriers to employment, promote career opportunities within Midwest Surveys and act together to increase Indigenous representation throughout our workforce.



Midwest Surveys proudly supports the pursuit of higher education. We will continue to provide support, both financial and in-kind, for educational and cultural initiatives unique to each community of interest and to our employees. This initiative demonstrates our commitment to the public as a progressive and socially responsible business.

## **Business Development**

A cornerstone of Midwest's growth strategy has involved the setup fully servicing operations in rural centers close to our clients' project areas, and over time we have established various office locations and numerous field centers throughout western Canada. Midwest Surveys will continue to include local and Indigenous talents and services in our work projects, and we are committed to improving equal access to long-term employment opportunities for Indigenous people and businesses in proximity to our operations. We are dedicated to researching community aspirations, resources, areas of economic growth, and procurement opportunities to better understand where opportunities may exist to create shared value between Indigenous communities and Midwest Surveys.

## **Community Relationships**

We acknowledge that through the surveying profession we have contributed to setting boundaries under the colonial land ownership systems. Through attending community events and delivering information sessions, we will provide a better understanding of the land surveying discipline and industry in which we work today. We will show up with the intention to listen and learn from Indigenous communities in order to build and strengthen our relationships with Indigenous community members, and to nurture a growth mindset within our organization. We look forward to creating a space to explore cross-cultural perspectives through these gatherings.

## **We are Committed**

Prompt and direct corrective feedback is provided to all staff who do not follow company policy, procedure, rules, regulations, and/or instructions. Failure to comply with this policy may result in disciplinary action up to and including termination of employment. Determination of the appropriate disciplinary measure will depend on the nature of each occurrence considering prior violations, nature of the violations, response to prior corrective programs, and the seriousness of the violation.

**Progressive  
Aboriginal  
RELATIONS**

**COMMITTED**

Canadian Council for  
Aboriginal Business

