

INDIGENOUS RELATIONS POLICY

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1. PURPOSE

The purpose of this policy is to set the framework for the respect and inclusion of Indigenous Peoples within the social and economic activities that K-Line performs within Canada.

2. SCOPE

This document applies to the employees of K-Line Maintenance & Construction Ltd., K-Line Equipment Leasing (Toronto) Ltd., K-Tek Electro-Services Ltd., and K-Line International (Canada) Ltd., hereinto referred to as “K-Line” or the “Company.”

3. POLICY

Positive relationships with Indigenous Peoples and communities, based on mutual respect and focused on achieving common goals, will create constructive outcomes for all parties. K-Line commits to pursue sustainable relationships with Indigenous communities in proximity to where K-Line conducts business.

To achieve this, K-Line will focus on four (4) main pillars:

- **Leadership Action:** defined as actions that reinforce focus on Indigenous relations by leaders within K-Line.
- **Business Development:** defined as the commitment of resources to the development of business relationships with Indigenous owned businesses.
- **Employment:** defined as the commitment of resources to achieving equitable representation of Indigenous persons in the workplace.
- **Community Relations:** which encompasses both engagement and support.
 - Engagement: providing time and resources to develop and sustain positive and progressive relationships with Indigenous communities, groups and stakeholders.
 - Support: defined as a commitment to develop positive and progressive relationships with Indigenous communities, groups, and stakeholders by providing financial and or in-kind support.

In alignment with the four pillars above, K-Line commits to working with Indigenous communities in a manner that recognizes and respects those legal and constitutional rights and the traditional lands and resources to which they apply. K-Line commits to ensuring that our projects and operations are carried out in an environmentally responsible manner and seeks to engage in forthright and sincere consultation with Indigenous Peoples. Lastly, K-Line seeks to work with Indigenous Peoples to achieve mutual benefits including opportunities in training and education, employment, procurement, business development, and community development.

K-Line fosters the understanding of the history and culture of Indigenous Peoples among K-Line’s employees and contractors, to create better relationships between K-Line and Indigenous communities. This commitment is a shared responsibility involving K-Line and its affiliates, employees and contractors, and we will conduct business in a manner that reflects the above principles. K-Line will provide ongoing leadership and resources to ensure the effective implementation of the above principles, including the development of implementation strategies and action plans. K-Line commits to periodically review this policy to ensure it remains relevant and meets changing expectations.

