

INDIGENOUS RELATIONS POLICY

POLICY STATEMENT

Techmation Electric & Controls Ltd. (Techmation) has a goal to create, maintain, and solidify respectful and mutually beneficial relationships with the Indigenous communities, businesses, and individuals in all areas where we work. As a company, we are dedicated to advancing economic participation, fostering meaningful partnerships with Indigenous peoples, and responding to the Calls to Actions from the Truth and Reconciliation Commission of Canada (TRC) to promote reconciliation and mutual understanding.

KEY PRINCIPLES

In accordance with the Truth and Reconciliation Commission of Canada, the key principles of this policy are as follows:

1. Commitment to Indigenous Workforce Development

Techmation actively seeks opportunities to recruit and hire Indigenous persons for employment across all levels of our organization. We continually work to create a supportive and inclusive work environment, providing opportunities for career development, skills training, and mentorship. Our goal is to ensure that Indigenous peoples have equitable access to employment, career advancement, and a fair working environment within Techmation.

2. Support for Indigenous Business and Suppliers

Techmation is committed to integrating Indigenous businesses into our supply chain to support Indigenous entrepreneurs. We will prioritize Indigenous-owned businesses in the procurement of goods and services, ensuring that we engage in mutually beneficial partnerships. We will actively seek and encourage opportunities to collaborate with Indigenous vendors, contractors, and suppliers to enhance our supply chain and support the growth of Indigenous businesses.

3. Community Development and Engagement

Techmation values the importance of supporting the social, cultural, and economic development of Indigenous communities. Techmation will seek opportunities to engage in community development initiatives and projects that benefit both Indigenous peoples and our organization. We will strive to ensure that Indigenous communities are integral to the planning and decision-making processes for any projects where we work, and we will engage in respectful partnerships with a focus on long-term benefits.

4. Education, Awareness, and Cultural Competency

Techmation is committed to increasing awareness and understanding of Indigenous culture, history, and issues within our organization. We provide training and resources for our management to foster cultural competency and ensure that our workforce is educated about the history, culture, and contemporary challenges faced by Indigenous peoples.


5. Ethical and Respectful Practices

Techmation will continue to ensure that all of its operations and interactions with Indigenous communities are conducted in a manner that is respectful, ethical, and in line with the principles of reconciliation. As called for in TRC Call to Action #92, we will ensure that our business practices adhere to the highest standards of respect for Indigenous peoples' rights, dignity, and cultural traditions. Techmation will work with Indigenous communities in a way that fosters transparency, trust, and mutual benefit, making sure that all relationships are based on equality and respect.

8. Conclusion

Techmation believes that investing in Indigenous relationships is not only a step towards reconciliation, but also contributes to building a stronger, more inclusive, and prosperous society. By aligning with the Calls to Action from the Truth and Reconciliation Commission, we aim to create opportunities for Indigenous peoples, foster innovation, and contribute to sustainable community development. We are committed to ensuring that Indigenous peoples have equal opportunities for success, employment, and economic participation.

Date: March 27, 2025

Signature: 
Derek Polsfut
President

