

## Indigenous Relations Policy

At Recharged Industries Inc. we believe the key to building successful relationships with our Indigenous neighbours is based upon mutual respect, fairness, understanding, and open communication. We aim to understand traditional land use concerns and minimize our impacts to sensitive areas. We're committed to the Truth and Reconciliation Commission of Canada Calls to Action, and the principles of the United Nations Declaration on the Rights of Indigenous Peoples.

Our goal is to be the business partner and employer of choice for Indigenous communities and people, and to play a significant role in economic reconciliation within Canada and beyond.

**Objectives:** Since the inception of Recharged Industries Inc. in 2017, we've worked closely with numerous Indigenous communities and peoples. Our understanding and respect for Indigenous knowledge, cultures, and traditional practices contributes to sustainable and equitable development and proper management of the environment. We earn the trust of Indigenous communities by delivering on our commitments and responsibilities. In performing contract activities, Recharged Industries Inc. will respect the ongoing traditional land use of Indigenous peoples and take measures to minimize the impact of our activities on the exercise of their Indigenous and Treaty rights. We'll continue to improve the delivery of our business to protect the environment and Indigenous cultural resources of historical significance.

**Relationship Principles:** We'll use the following principles to guide our behaviours while working with Indigenous peoples:

**Open Communication** - We're committed to engaging openly and transparently with Indigenous communities and peoples regarding activity impacts and community benefits. Communication is vital to understanding what's important to our Indigenous friends and partners as we continue to work towards economic reconciliation, inclusion, and participation for all Indigenous peoples of Canada. Communicating to and educating Recharged Industries Inc. team members helps us achieve a better understanding and implement change where needed.

**Mutual Respect** - We respect the land, environment, and traditional ways of life of Indigenous communities. We recognize the importance of their culture and connection to the earth. For this reason, it's imperative for us to work together to ensure we mitigate against impacts to traditional land use areas, preserve environmentally significant lands, and nurture traditional land use practices as best we can.

**Fairness** - Through open and honest engagement, we commit to building beneficial relationships. This includes fair access to employment, training, and business opportunities. We look to enable Indigenous communities and peoples to maintain and strengthen their institutions, cultures, and traditions. It will also help promote their social, cultural, economic, and educational well-being.

**Education** - We believe education of Indigenous values is very important to successful relationships. We strive to learn and understand Indigenous culture, history, and aspirations moving forward. And we will pass this valuable information on to all of our staff members.

**Implementation:** Recharged Industries Inc. will work with its customers and subcontractors to share our principles, commitments, and goals by encouraging them to meet or exceed them through policies and practices of their own. We will collaborate with our partners to develop business strategies that enhance their capacity and contribute to the achievement of their business goals. This policy will be included in Recharged Industries Inc. worker orientations. In addition, managers and supervisors will receive training and be evaluated on their ability to deliver these principles.

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Chace Elliott  
President, Recharged Industries Inc.

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