



We are committed to building long-term, mutually beneficial relationships. Our inclusive approach encourages Indigenous communities to participate in decisions that affect their livelihoods, their families, and their traditional territories.

**RESPECTFUL,  
MEANINGFUL  
ENGAGEMENT**

## Our Commitments:

- Frequent engagement, open to healthy and honest conversations even when the topic is difficult.
- Hiring local in a responsible way.
- Provide training opportunities that support the local workforce to be better positioned for hiring.
- Provide reports that track candidates through the employment cycle and measure service/procurement spend with local communities.
- Being nimble enough to address engagement strategy with local community as needed to ensure alignment against goals and objectives of partnership.
- Being the company of choice for our people, our communities, and our clients.

## We Are Intentional:

- **Communication:** We strive for great communication with clients and communities with which we work in. Strong communication builds long lasting relationships and contributes to one of our core goals of being a contractor of choice. Each client and community are different, so our frequency, approach and style of communication will vary as well.
- **Opportunity:** We make opportunities available through our detailed contracting and employment processes. Our goal is to maximize opportunities from both the economic development and employment perspectives.
- **Transparency:** We are as transparent as we can be with the communities work with through our reoccurring meetings and in-depth reporting.

## We Work to Our Core Values:



Never Harm

SAFE WORK

Trust



ONE TEAM



Integrity

QUALITY WORK

Assured Delivery



SURERUS MURPHY JV





## Environment & Safety:

We work responsibly and carefully. We recognize that the land we are on is sacred and we do our best to steward our work and minimize our impact.

Nothing in our business is more important than the safety of our workers. We have a strong safety culture that we embed in every level and in every role of our organization. Safety does come first.

## Land Acknowledgment:

In the spirit of reconciliation, we acknowledge the land on which Surerus Murphy works. This land is home to Indigenous peoples who lived here long before we began our projects. Indigenous peoples who are the original keepers of the land. We thank them for sharing the land with us.

## Project Stewardship:

We work to ensure our projects have minimal environmental impact, are responsibly managed, and consider Indigenous input. We are committed to meaningful dialogue based on respect. We promise to be truthful, transparent, and kind, even when the conversation is difficult.

We lean into our values – they are our guideposts in everything we do. They inform how we work with clients, communities, and each other. We keep our values alive by talking about them every day, linking our work and our decisions to them to align with who we are as an organization.

## Our Process:

We engage meaningfully guided by process engagement to ensure that we are providing ongoing transparency. Our objective is for two-way collaboration between parties seeking opportunities to work together respectfully and with good intentions.





**For more information on Indigenous & Local Engagement:**

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