



**SURERUS
MURPHY**

A JOINT VENTURE COMPANY



INDIGENOUS ENGAGEMENT

We Value Our Indigenous Partners.

Our inclusive approach encourages Indigenous communities to participate in decisions that directly affect their livelihoods, their families, and their traditional territories.

We recognize the significance of both the current and traditional uses of land as well as the access to resources and we strive to do our best to steward our work and minimize our impact in our project areas.

Our Community Investment Program supports community initiatives and events. It also provides the opportunity for our team to increase our involvement in meaningful initiatives that positively impact each community.

We are committed to developing and sustaining relationships with Indigenous communities. Our Indigenous & Local Engagement team works collaboratively with our project teams to maximize employment, training, and subcontracting opportunities on our projects.

We understand that each client and community is unique, and we are flexible to tailor our frequency, approach, and style of communication to meet their individual needs.

Our Commitments

- We maintain consistent communication and engagement practices that promote healthy and honest conversations, even when the topic is difficult.
- We support and participate in cultural ceremonies and events throughout our organization.
- We implement our comprehensive employment, procurement, and subcontracting processes to maximize Indigenous employment and subcontracting opportunities.
- Through our Indigenous Training Fund, we support training initiatives that foster professional growth for our Indigenous employees.
- We provide detailed reporting on both efforts and results in relation to Indigenous employment and subcontracting opportunities.
- We continue to be open to engaging in partnership discussions with like-minded communities which aiming for mutually beneficial outcomes.
- We want to be the contractor of choice for our people, clients, and communities.

Our Approach

- We work according to our core values of Never Harm, Trust, Integrity, and Assured Delivery.
- We are collaborative, trustworthy, respectful, and transparent.
- We engage proactively whenever we can.
- We listen.
- We foster diversity.
- We facilitate opportunities for direct community recruitment.
- We actively engage Indigenous businesses and their partners throughout our subcontracting process.
- We provide time and resources to develop and sustain positive relationships.
- We regularly monitor, audit, and review our processes for relevance and best practices.
- We provide learning opportunities for our workforce in the spirit of reconciliation.

Collaboration • Commitment •
Respect





Our Process

We maintain consistent communication and we engage meaningfully, guided by our processes to ensure we remain consistent in our approach. Each community is different. We are nimble and agile, able to adjust to the needs of individual communities to ensure our engagement efforts are transparent, consistent and fair. We have a detailed reporting structure that documents our engagement efforts which allows us to provide communities and clients with meaningful information and enables us to record of our engagement over time. Our objective is for two-way collaboration to work together respectfully and with good intentions.

Our Values

Our values are Never Harm, Trust, Integrity, and Assured Delivery. They guide how we work. Our values are so important to us that we invite others to provide feedback on our performance regularly to continually measure ourselves against our delivery targets as well as our ability to work efficiently and effectively together.

We engage meaningfully and thoughtfully, with the intention to find mutually beneficial relationships that are sustainable over time.

Engagement Activities

- General participation in community events and meetings
- Providing project presentations and introduction letters to communities
- Presentations on hiring opportunities
- Business engagement forum participation
- Cultural celebrations and days of recognition
- Ongoing virtual engagement

Engagement Channels

- Face-to-face and virtual meetings
- Community events
- Local partnerships
- Trade shows
- Job fairs
- Marketing material
- Online (website, LinkedIn)





Our Values Guide How We Work.



Never Harm

SAFE WORK

Trust



ONE TEAM



Integrity

QUALITY WORK

Assured Delivery



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We work collaboratively with local communities to maximize contracting opportunities for Indigenous businesses, supporting their growth and participation.

Contracting Activities

Bid opportunities will go to all communities that have identified services applicable to our scope of work. We will work through the bid process in a timely, transparent manner that treats all interested bidding parties equally.

Equipment cleaning



High-pressure water washing



Application of dilute bleach solution for disinfection



We are intentional.

- **Communication:** We strive for great communication with clients and the communities in which we work. Strong communication builds lasting relationships and contributes to our goal of being a contractor of choice. Each client and community are different so our frequency, approach and style of communication will differ appropriately.
- **Opportunity:** We will 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 in which we work.

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 and community members. We have a strong safety culture that we embed in every level and in every role of our organization.



Onboarding Process

Successful candidates will receive a thorough onboarding that informs the new hire of our values, expectations, culture, and work standards. By the time the new hire begins the job, they will have a clear understanding of everything they need to do their job well and where to go for further information and clarity should questions arise. Ensuring our people understand how we work together is the first step, and it comes before the role-specific training.

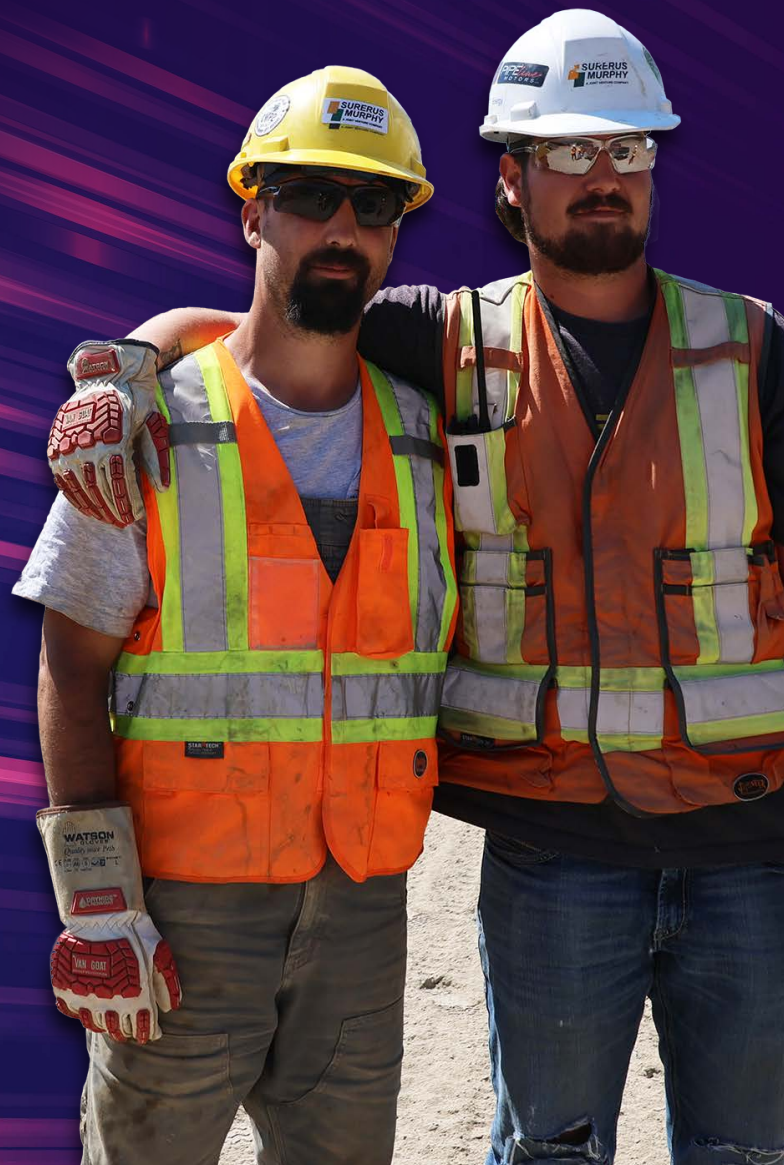
Hiring Process

We regularly keep in contact with workers who have expressed an interest in working with us. When a job becomes available that fits their skill set and they apply, having had prior communication is a mutual benefit for both parties as the candidate has a better understanding of us and we have a better understanding of their interests and abilities. Our priority is to hire individuals who are a good fit with the role and our culture. We value high performing, tightly knit teams that work together with a focus on safety and caring for each other's overall wellbeing.

Employee Process

Surerus Murphy provides specific support for Indigenous workers, including:

- Our Indigenous Advisors coordinate employee “check-ins” with Green Hand Indigenous employees and their supervisor (First day, first week, and then monthly) to confirm they are comfortable in their role. Discuss performance and develop support strategies as needed
- We hold spaces for Indigenous worker events, celebrations, and meals. Which provides and opportunity for Indigenous workers to socialize with each other, support each other and celebrate their culture
- At the end of the project we conduct exit interviews with all Indigenous workers to get feedback on what is working and what needs to improve.



For more information on Indigenous & Local Engagement:

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