

Revised: November 2019

Ian Martin Indigenous Employment & Relations Policy

Ian Martin is committed to providing sustainable Indigenous employment and career development opportunities throughout our organization. Through positive and mutually beneficial relationships with our Indigenous neighbours, we will continue to create social and economic benefits through partnership and collaboration.

We believe that successful relationships with Indigenous communities must be based upon respect, fairness, understanding, and open communication in order to understand the traditional land use concerns of these communities and to minimize our impact on these concerns. We respect the legal rights of Canada's Indigenous communities, along with their cultural traditions, economies, beliefs, knowledge, and uses of lands and resources. This respect shapes the way we operate and conduct our business.

As a PAR Committed organization with the Canadian Council for Aboriginal Business, we will uphold the following four key drivers of Progressive Aboriginal Relations (PAR):

1. Leadership Actions

Ian Martin leadership will reinforce Aboriginal relations throughout our organization by:

- Establishing a clear commitment and policy
- Identifying and communicating with identified Communities of Interest
- Scheduling self-assessment exercises against PAR Criteria to review status
- Driving and helping to sustain the commitment to positive Aboriginal relations across the organization

2. Employment

Ian Martin is dedicated to greater cultural diversity throughout our business operations. To accomplish this goal, we will:

- Make available meaningful employment, training, and business opportunities to enable Indigenous peoples to maintain and strengthen their institutions, cultures, and traditions, and promote their social, cultural, economic, and educational well-being.
- Ensure that our recruitment processes are culturally sensitive and encourage Indigenous representation across all levels of employment.

- Provide training and support for existing or prospective Indigenous employees through specific programs or actions
- Provide appropriate ongoing mentoring, advice, and support for Indigenous employees and identify workplace retention strategies to encourage a supportive and culturally friendly workplace for Indigenous employees.

3. Business Development

Ian Martin is committed to putting resources (time and money) into the development of business relationships with Aboriginal-owned businesses, especially in our supply chain. We also commit to providing capacity building and mentorship, where possible/available, to help Aboriginal businesses flourish.

4. Community Relationships

Ian Martin is committed to fostering community relationships with Aboriginal communities, groups, and stakeholders to sustain positive and progressive relationships. We commit to providing and fostering:

- Engagement: communications, information sharing, involvement in activities and events, and partnerships
- Support: financial support, mentorship, exchange

In addition to these goals, we will also:

- Be committed to greater cultural diversity through developing and implementing relevant policies, practices, and guidelines
- Work toward becoming PAR Certified with the CCAB (Canadian Council for Aboriginal Business)
- Understand and promote the importance of traditional Indigenous cultural principles throughout our organization, our industry, and in our communities
- Ensure essential cross-cultural training and education programs are conducted for all Ian Martin employees, including managers and supervisors
- Work with our clients to share our principles, commitments, and goals and encourage our them to meet or exceed these through policies and practices of their own

We will measure and monitor our implementation progress in terms of this policy. An audit and annual effectiveness review will be performed, including communication of any changes to the policy and the implementation plan.