

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.

Ian Martin believes that successful relationships with our Indigenous neighbours must be based upon mutual 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. Ian Martin respects the legal rights of Canada's Indigenous communities, along with their cultural traditions, economies, beliefs, and knowledge and uses of lands and resources. This respect shapes the way we operate and conduct our business.

Ian Martin is dedicated to greater cultural diversity throughout our business operations, and we uphold our corporate social stewardship and responsibility through these commitments.

To achieve these goals, we:

- Are committed to greater cultural diversity through developing and implementing relevant policies, practices, and guidelines.
- Are a member of the CCAB (Canadian Council for Aboriginal Business) and are working to become PAR Certified.
- Understand and promote the importance of traditional Indigenous cultural principles throughout our organization, our industry, and in our communities.
- 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 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.
- 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.

- Identify local Indigenous services / products and proactively reach out to qualified Indigenous vendors when sourcing opportunities are available.
- 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.

This policy will be reviewed and its effectiveness evaluated every year by the Diversity & Inclusion committee to assess if progress is made in relation to the diversity of our workforce.