

OUR COMMITMENT TO FIRST PEOPLES

As a socially responsible company, Norda Stelo recognizes the paramount importance of fostering a positive impact within the communities we operate. We are dedicated to establishing and maintaining meaningful relationships with indigenous communities and organizations.

Norda Stelo is unwavering in its commitment to:

- / Demonstrate mindfulness and respect towards First peoples in the areas where we operate and reside, valuing their unique perspectives and recognizing their priorities.
- / Embody openness and transparency as essential components of communication and consultation, encouraging mutual trust and nurturing mutual understanding.
- / Develop projects that are respectful of the environment, resilient to the impacts of climate change and benefit local communities.
- / Invest to develop skills and training opportunities to support Indigenous communities in creating local value.
- Actively encourage and contribute to local and regional socio-economic development, hence participating to community growth and prosperity in a manner that is respectful of cultural heritages.
- / Create a flexible and enriching work environment through which First Peoples can experience a thriving professional life while fully embracing their identity.

Norda Stelo stands firm in its commitment to developing and maintaining harmonious relationships with First Peoples, recognizing that respectful collaboration and meaningful partnership are essential to achieving truly sustainable and ethical business practices.

Alex Brisson

President and CEO

Norda Stelo Inc.

August 2024