



SC-POL-RSE-005

First Peoples Commitment Policy

00	2025-05	Première émission	Camille Wilhelmy / Chanelle Lundqvist	Joane St-Onge/ Stéphanie Gourde	Alex Brisson
Rev	Date	Description	Prepared by	Verified by	Approved by

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1. Context

Norda Stelo recognizes the importance of building and sustaining respectful, lasting, and mutually beneficial relationships with First Peoples. We are committed to forging equal partnerships based on respect for self-determination, recognition of ancestral rights, and a genuine openness to dialogue.

This policy is rooted in our broader commitment to ethics and governance. It clearly affirms our intention to cultivate meaningful collaborations with First Peoples, grounded in respect, reciprocity, and co-creation. It reflects our determination to take concrete action that meaningfully strengthens our engagement with First Peoples across all areas of our work.

To this end, Norda Stelo is committed to implementing and continuously improving structuring initiatives everywhere we operate, organized around four key pillars:

- **Governance actions**
- **Skills development and team integration**
- **Business partnerships**
- **Community relationships**

1.1 Objectives

Norda Stelo's First Peoples Commitment Policy reflects our commitment to being a responsible business partner and an exemplary corporate citizen by fostering respectful and lasting relationships with Indigenous communities.

More specifically, this policy aims to:

- **Support our clients operating on First Peoples territories by integrating the cultural, social, and regulatory realities of First Peoples.** This includes promoting respectful and collaborative practices, and proposing consultation approaches that are authentic, inclusive, and tailored to the local context.
- **Establish a clear, consistent, and structured framework** to guide our actions and ensure a coherent approach that is shared and fully embedded across all our operations.
- **Raise awareness among all members of the Norda Stelo Collective** about the realities and perspectives of First Peoples, fostering mutual understanding of key issues and encouraging openness to dialogue and collaboration.

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Definitions

First Peoples

An inclusive term that refers to all Indigenous Peoples in Canada, including First Nations, Inuit, and Métis. It emphasizes their status as the original inhabitants of the land and acknowledges their rich cultural and historical diversity.

Indigenous communities

Groups, peoples, or collectives of First Nations, Inuit, or Métis in Canada who share cultural identities and historical ties to their respective territories.

Partners

Within the context of this policy, partners may include individuals, communities, organizations, or Indigenous-owned businesses with whom Norda Stelo seeks to build lasting and reciprocal relationships.

2. Our Commitment to First Peoples

2.1 Governance actions

Our approach is built on both strong leadership commitment to progressive and lasting relationships with First Peoples, and on raising awareness and deepening understanding of Indigenous communities across the entire organization.

To support this, we commit to:

- / Providing mandatory, ongoing training for senior leadership on the issues and perspectives of Indigenous communities.
- / Offering support to employees responsible for Indigenous partnerships, equipping them to foster relationships rooted in respect, reciprocity, and co-creation.
- / Organizing annual awareness activities for all employees to help build a shared understanding of the histories, realities, and aspirations of First Peoples.
- / Ensuring active involvement from Norda Stelo's senior leadership and key decision-makers in First Peoples-related initiatives, such as community visits and the development of partnerships.

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2.2 Skills development and team integration

Norda Stelo is committed to ensuring fair representation of First Peoples within our workforce and to providing an environment that supports their growth, professional development, and the full recognition of their talents.

To this end, we commit to:

- / Actively promoting the integration of local First Peoples individuals and businesses within our field teams.
- / Developing training and mentorship programs tailored to the needs of First Peoples businesses and communities.
- / Adapting our job postings to support the inclusion of First Peoples candidates, both by revising hiring criteria and by choosing distribution channels that better reach Indigenous talent.
- / Leverage existing flexible work schedules and unpaid leave options to better support the cultural, personal, and community realities of First Peoples.

2.3 Business Partnerships

Norda Stelo seeks to build and strengthen business relationships based on reciprocity, trust, and collaboration with First Peoples–owned enterprises that share our vision.

We pursue this objective through the following approaches:

- / Actively participating in First Peoples business events to strengthen both economic and institutional ties.
- / Developing long-term business partnerships with First Peoples–owned companies by quickly integrating them into relevant service offerings and leveraging our respective strengths to jointly enhance our value proposition.
- / Embedding specific criteria into our procurement processes to actively prioritize the selection of First Peoples suppliers, supporting inclusive economic development and fostering durable partnerships.

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2.4 Community Relationships

Norda Stelo is committed to building and maintaining positive, long-term relationships with First Peoples communities through active community engagement and philanthropic support.

To this end, Norda Stelo commits to:

- / Encourage our employees to deepen their understanding of Indigenous perspectives by embracing and celebrating the richness of First Peoples' cultures through our corporate initiatives and team-building activities
- / Creating meaningful connections between the scientific community and First Peoples youth to showcase career opportunities and inspire future vocations.
- / Organizing annual awareness initiatives for employees in recognition of the National Day for Truth and Reconciliation.
- / Allocating between 5% and 10% of our philanthropic budget to initiatives and organizations that support First Peoples communities.