



FluidPRO Indigenous Engagement

At FluidPRO, we recognize and respect Indigenous peoples and their connection with the land. We are continually developing relationships based on a platform of communication, trust, and by honoring their beliefs and traditions. We are working hard to create a collaboration that will achieve our combined goals and create prosperity, while respecting the spirituality intertwined with the land, the people and creation.

FluidPRO commits to fostering relationships with Indigenous peoples where traditional lands are affected by operations.

Guiding Principles

We respect the Indigenous traditional values, especially their relationship with their lands and the environment. For the Indigenous, land is so much more than a place. There is a profound spiritual connection. Land is the mother and is steeped in their culture; which gives them a responsibility to care for it.

We are committed to working with Indigenous and govern ourselves with these guiding principles:

- **Respect for Sovereignty:** We recognize and respect the inherent sovereignty and self-determination of Indigenous communities. We acknowledge their rights to govern their own affairs and make decisions that affect their land, resources, and people.
- **Cultural Sensitivity and Understanding:** We approach all interactions with cultural humility and respect for Indigenous knowledge, traditions, and customs. We take the time to understand the unique cultural contexts and histories of the communities we are engaging with.
- **Meaningful Consultation and Consent:** We prioritize meaningful consultation with Indigenous communities at all stages of decision-making processes that may impact their interests. We seek free, prior, and informed consent (FPIC) when appropriate, especially for projects on Indigenous lands or that involve Indigenous knowledge.
- **Partnership and Collaboration:** We foster genuine partnerships and collaborative relationships based on trust, transparency, and mutual benefit. We value the contributions and perspectives of Indigenous partners as equal stakeholders in decision-making processes.
- **Equity and Inclusion:** We ensure equitable participation and representation of Indigenous peoples in all aspects of engagement, including planning, implementation, and evaluation. We take proactive measures to address power imbalances and promote inclusivity.
- **Environmental and Social Responsibility:** FluidPRO is committed to environmentally and socially responsible practices that prioritize the well-being of Indigenous communities and the

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protection of their lands, waters, and resources. We will mitigate potential negative impacts and uphold principles of environmental justice.

- **Capacity Building and Empowerment:** We support capacity-building initiatives that enhance the self-reliance, economic development, and cultural resilience of Indigenous communities. We will seek to empower Indigenous peoples to actively participate in decision-making processes and shape their own futures.
- **Long-Term Relationship Building:** We want to cultivate long-term, sustainable relationships with Indigenous communities based on mutual trust, respect, and shared goals. We choose to invest in ongoing dialogue, engagement, and collaboration beyond specific projects or initiatives.
- **Accountability and Responsiveness:** FluidPRO will hold itself accountable to commitments made to Indigenous partners and honor agreements in good faith. We will be responsive to the evolving needs, priorities, and aspirations of Indigenous communities, and adapt engagement approaches accordingly.
- **Continuous Learning and Improvement:** FluidPRO commits to ongoing learning, reflection, and improvement in Indigenous engagement practices. We seek feedback from Indigenous partners and stakeholders to inform future initiatives and ensure responsiveness to their needs and priorities.

Commitment to our People

FluidPRO has always prided itself on being an equal opportunity employer and will continue to provide opportunities to Indigenous Peoples to become a part of our workforce, at all levels. In December 2020, 9% of our workforce self identified as Indigenous. We are committed to increasing that number to 15% by 2025, and continually seek to provide opportunities to hire and train Indigenous employees.

Nations Agreements

FluidPRO is dedicated to building agreements with Indigenous First Nations in order to facilitate employment opportunities, apprenticeships and other advantages that will help build and sustain Indigenous individuals and communities. A Memorandum of Understanding (MOU) may be available on a project-by-project basis, created in a manner responsive to the specific needs of the Indigenous community rather than generalized. This method of meaningful collaboration aims to truly understand each Indigenous community's objectives and facilitates a formula for success.

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