

Corp-026: Indigenous Relations Policy

Organization	Alectra, Inc.	
Policy Owner	People & Transformation	
Reviewed by	Executive Committee	March 25, 2025
Approved by	Board of Directors	May 15, 2025
To be reviewed by	EVP, People & Transformation	March 1, 2027
Document Distribution	Policy Binder, Intranet	

Note: The most up-to-date versions of all policies are posted on the Intranet under Policies & Procedures. Printed copies should not be relied upon to be the most current version.

1. APPLICATION

1.1. All employees, including full-time, part-time, temporary employees, summer students and co-op placements, Board of Directors, and persons acting on behalf of Alectra (e.g. consultants or contractors).

2. PURPOSE

2.1. Alectra recognizes that reconciliation is not just a concept—it is an ongoing responsibility that requires action, accountability, and meaningful relationships. As a company operating on the traditional territories of Indigenous Nations, we acknowledge our role in advancing **Truth and Reconciliation** and commit to working respectfully with Indigenous Peoples in all areas where we operate.

We recognize and respect **Indigenous treaty rights and inherent rights under Section 35 of the Constitution Act, 1982**, as well as the principles outlined in the **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the UNDRIP Act, 2021**. These commitments guide our approach to maintaining respectful practices, fostering collaboration, and building strong, lasting relationships with Indigenous communities.

3. POLICY STATEMENT

This policy will continue to evolve as we recognize that building strong Indigenous relations is a learning and growing process for our company. It serves as a framework to guide our commitments in the following areas:

- 3.1. **Indigenous Community Relationships** – Alectra will build and maintain meaningful relationships with Indigenous communities by engaging in respectful dialogue, supporting community initiatives, and ensuring that its projects align with Indigenous interests, priorities, and rights.
- 3.2. **Indigenous Employment** – Alectra will create pathways for Indigenous talent by fostering inclusive hiring practices, supporting workforce development, and providing training and mentorship opportunities to enhance career growth for Indigenous employees.
- 3.3. **Continued Executive & Staff Training** – Alectra is committed to ongoing education and training for its executive and employees to enhance their understanding of Indigenous histories, rights, and contemporary issues. This includes cultural competency training, workshops on reconciliation, and learning sessions with Indigenous leaders. By fostering awareness and knowledge, we ensure that our workforce is equipped to engage respectfully and meaningfully with Indigenous communities.
- 3.4. **Indigenous Business Development** – Alectra will actively seek partnerships with Indigenous Nations and businesses, integrating Indigenous procurement into supply chain strategies and fostering long-term economic relationships that support Indigenous entrepreneurs and enterprises.
- 3.5. **Leadership Accountability** – Alectra's leadership will champion Indigenous relations by embedding reconciliation principles into corporate decision-making, setting clear goals for Indigenous engagement, and ensuring company-wide accountability for progress.
- 3.6. **Ongoing Engagement and Growth** – This policy will be regularly reviewed and refined based on continued learning, direct feedback from Indigenous partners, and emerging best practices to strengthen our approach over time.

Through this evolving commitment, Alectra seeks to build trust, foster collaboration, and contribute to reconciliation in a meaningful and lasting way.

5. FORMS AND RELATED DOCUMENTS

- 5.1. Alectra Workplace ED&I Policy
- 5.2. Alectra PAIR Program Commitment
- 5.3. Declaration on the Rights of Indigenous People
- 5.4. Truth and Reconciliation Commission 94 Calls to Action

