

Indigenous relations

Guiding principles and guidelines

Many of Imperial’s operations and development opportunities are located within indigenous communities or on their traditional lands. Imperial supports communities in areas where it explores, develops and operates, and strives to establish meaningful relationships built on mutual trust and respect.



Principles

Imperial conducts its business in a manner that respects the land, environment, rights and cultures of indigenous communities, in accordance with the laws of Canada and corporate policies and guidelines that underlie the company’s commitment to ethics, equity, environment and safety.

Imperial engages indigenous communities and their representatives in open and forthright consultation. We seek to understand indigenous perspectives on issues of mutual interest and to deal constructively with differing views.

Imperial supports recruitment and development programs that enable indigenous people to meet the company’s employment requirements and business needs.

Imperial fosters the development of indigenous businesses in ways that provide benefits to the company and to indigenous communities.

Imperial creates meaningful relationships with indigenous peoples by supporting programs that build capacity through leadership development and community initiatives.

Imperial expects its contactors to conduct their business in accordance with these principles and guidelines.



Indigenous relations guidelines

Consultation

Imperial maintains ongoing dialogue with indigenous leaders, community members and their representatives by:

- Respecting the legal rights of indigenous people and adhering to government requirements.
- Ensuring timely discussions when activities have the potential to impact the community.
- Supporting the identification of specific infringements on traditional uses and rights in order to minimize or mitigate impacts.
- Treating all parties fairly.
- Respecting traditional practices, decision-making processes, cultural activities and language.
- Coordinating with Crown consultation.

Workforce development

In accordance with Imperial's equal employment opportunity policy, the company's goal is to achieve a workforce that is representative of the available qualified indigenous peoples in the labour market.

To this end, Imperial focuses on:

- Developing and supporting educational programs and recruiting practices that facilitate employment of qualified indigenous people.
- Establishing internal training and development programs that enhance retention of indigenous staff.
- Addressing workplace barriers that may exist.
- Supporting indigenous staff and promoting a culturally inclusive workplace.

Business development

Imperial recognizes that indigenous communities may be interested in maximizing the economic benefits of development on their lands. The company fosters the development of indigenous businesses in ways that benefit the company and the community by:

- Using indigenous suppliers of goods and services that are competitive and meet Imperial's safety, technical and quality standards and timing needs.
- Providing information and training on Imperial's procurement processes, safety standards and expectations of business conduct.
- Developing local indigenous content plans, which address employment of indigenous people alongside the amount of work subcontracted to indigenous businesses, as a factor in evaluating and awarding contracts.

Community relations

Imperial builds meaningful relationships with indigenous communities in areas where it explores, develops and operates by:

- Working collaboratively in the design and implementation of programs that build capacity through leadership development and community initiatives.
- Participating in community events.

