

Indigenous Engagement and Inclusion Commitment Statement

Indigenous Engagement and Inclusion

Sublatus Incorporated is committed to working in collaboration with Indigenous Peoples to develop lasting relationships that are built on the foundation of trust, respect and open communication. The following principles are intended to help guide us to meaningful engagement with Indigenous communities, people and businesses in a manner that respects the history, culture, land and environment. By working together and ensuring open communication with Indigenous groups, we strive to earn their respect and trust to establish and grow positive long-term relationships.

Our Guiding Principles

- **Recognition** - Recognizing the unique connection Indigenous Peoples have with the land and their community governance,
- **Respect** - Ensuring meaningful and respectful engagement with Indigenous groups, as early as possible, using a principled approach.
- **Research** - Achieving regulatory certainty using a pragmatic approach in the jurisdiction where we are operating; and
- **Collaboration** - Building innovative project strategies, reflecting engagement and regulatory outcomes that are defensible, commercially reasonable and community led.

Our Focus

Valuing Indigenous Worldviews

Valuing Indigenous worldviews begins with developing and understanding of rich culture and history of Indigenous Peoples through training and experiential learning opportunities, but it is deeper than that. It is also about listening to Indigenous perspective and reflecting Indigenous knowledge in what we do, where appropriate.

Sublatus offers Indigenous awareness training to all employees. We also honour Indigenous culture and history through celebrations, participation in special ceremonies and by offering immersive learning experiences in the community and on the land.

Indigenous Peoples have a deep spiritual and cultural connection with the Earth and hold the worldview that everything from the sea to the sky is connected. It is through this worldview that we are learning and reflecting on ways to integrate Indigenous knowledge into aspects of our work. Whether through consultation, collaboration on environmental matters. We value Indigenous Peoples' deep knowledge and perspectives that encourage us to approach our work in new ways and are committed to meaningful engagement with both Indigenous Elders and community members.

Partnering with Indigenous Businesses and Communities

Partnerships start with honest and respectful relationship-building to get to know one another and understand common interests and mutual benefit. We recognize communities have different priorities and we will take the time to listen and understand what they are.

We are committed to working with local Indigenous businesses to provide talent and services that supports Indigenous businesses to invest revenues back into their communities.

Indigenous Engagement and Inclusion Commitment Statement

We are committed to developing long-term relationships that start well before, and extend beyond, any project or opportunity. We will work in a spirit of partnership that is built on trust, respect, and open dialogue in everything that we do. We recognize that great benefits can be achieved when our sights are set for a shared long-term vision.

Strengthening Indigenous Workforce and Inclusion

We are focused on contributing to improving the participation of Indigenous Peoples in Canada's workforce by strategically partnering in the development, attraction, employment, inclusion, and retention of Indigenous Peoples within our company.

This means creating an inclusive and equitable workplace where Indigenous employees feel valued and respected, while also contributing to the future Indigenous workforce through partnerships, programs, and community engagements. This helps us to attract and retain Indigenous employees who want to build meaningful careers and brings different perspectives to our work and new ways of thinking.



David Beatty,
CEO, Co-Founder
Sublatus Inc.



Sheldon Stewart
CCO, Co-Founder
Sublatus Inc.