

PCL Construction Management Inc. Indigenous Engagement Strategy 2020

A. DEVELOP AN INDIGENOUS ENGAGEMENT STRATEGY

PCL Construction Management Inc. has separately run offices in both Regina and Saskatoon and have individually signed the Indigenous Engagement charter. As our offices share common human resource policies and practices, we have chosen to have a common strategy, as follows in items B thru F. This plan will be followed by each district and tracked and reported independently. In addition, we have chosen two senior manager champions to leads our strategies, one for each district;

- Regina: Jeff Hagerty
- Saskatoon: Greg Schmidt

B. EDUCATE THE WORKPLACE ON INDIGENOUS HISTORY AND CULTURE

Actions
Year 1: <ul style="list-style-type: none"> • Enroll a minimum 12 employees in “Myth & Misconceptions Training” • Include Indigenous Awareness in New Hire Orientation • Enroll HR team members (1 or 2) in “Implementing an Indigenous Strategy & Hiring/Retention for Business” course
Year 2: <ul style="list-style-type: none"> • Enroll a minimum 12 employees in “Myth & Misconceptions Training” • Include Indigenous Awareness Video in New Hire Orientation • Host an in-office training session through the Diversity & Inclusion Committee (enroll a minimum 20 employees)
Year 3: <ul style="list-style-type: none"> • Enroll a minimum 12 employees in “Myth & Misconceptions Training” • Enroll 12 employees in “Indigenous Protocols & Cultural Traditions in Saskatchewan” course • Include Indigenous Awareness Video in New Hire Orientation • Host lunch and learn on topic related to Indigenous history, culture and awareness

C. ENGAGE INDIGEIOUS PEOPLE THROUGH HIRING

Actions
<ul style="list-style-type: none"> • Incorporate language in job postings encouraging qualified people of all backgrounds and ethnicities to apply for jobs at PCL
<ul style="list-style-type: none"> • Encourage our labour provider to participate in advertising to Indigenous candidates through local Indigenous recruitment channels
<ul style="list-style-type: none"> • Attend recruitment event/trade show targeting Indigenous peoples to raise awareness about careers in the construction industry

D. IMPLEMENT PROCUREMENT PRACTICES, ACTIONS AND PARTNERSHIPS

Actions
<ul style="list-style-type: none"> Identify Indigenous companies on our bid list
<ul style="list-style-type: none"> Identify sub-contracting opportunities for Indigenous groups
<ul style="list-style-type: none"> Including Indigenous groups on our supplier lists

E. REINFORCE RELATIONSHIPS AND SUPPORT INDIGENOUS COMMUNITIES THROUGH COMMUNITY INVOLVEMENT

Actions
<ul style="list-style-type: none"> Identify, sponsor and participate in local Indigenous community, culture and heritage events. This will be sponsored and promoted as a Social and Wellness event.

F. PROVIDE CLEAR AND HONEST REPORTING OF ALL ACTIONS UNDERTAKEN IN THE INDIGENOUS ENGAGEMENT CHARTER

Actions
<ul style="list-style-type: none"> Participate in the annual reporting process with the Saskatchewan Chamber of Commerce
<ul style="list-style-type: none"> Receive annual feedback from employees regarding culture and attitude regarding the charter
<ul style="list-style-type: none"> Attend the Annual Charter Celebration to recognize success and share experiences with other organizations

PCL Contact Information:

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