



Indigenous Peoples Inclusion Program

2023

NEWFORCE ENERGY SERVICES LTD. is committed to engaging with Indigenous communities where we operate. Meaningful engagement and consultation begin with respecting the rights of indigenous peoples, whose legally recognized lands and traditional territories are within or near our projects.

We endeavor to engage early and often with communities to build solid relationships based on mutual trust and respect of customs and culture, a shared understanding of issues, transparency, inclusiveness, two-way dialogue and collaborative problem-solving to achieve mutually satisfactory outcomes.

The intent of our Indigenous Peoples Inclusion Program is to guide development of these relationships over the lifecycle of our projects & include interested Indigenous peoples in training & employment where our project has opportunity in the field of their work experience.

It reinforces **Newforce's** commitment to foster opportunities for Indigenous people to participate in the economic, environmental & social benefits of our business activities, ensuring these benefits reflect community interests & our commitment to responsible development.

FOCUS

The policy focuses our work with Indigenous communities in four key areas:

- Engagement and Consultation;
- Training and Awareness;
- Business Development and Capacity Building;
- Indigenous Employment and Procurement;
- Community Investment; &
- Environmental Stewardship and Cultural Preservation

It also contributes to our efforts to ensure consistent practices & high standards in engaging Indigenous peoples across our operations.

GUIDING PRINCIPLES

- The traditional cultures, land uses, customs, knowledge and integrity of Indigenous People;
- Open & transparent two-way dialogue with Indigenous People that span project lifecycles.

WE RESPECT

- The rights & traditional decision-making of Indigenous People;
- The need for honest and fair dialogue with Indigenous peoples regarding both the impacts of **NEWFORCE ENERGY SERVICES LTD.'s** operations & our ability to respond to their interests and aspirations; &
- The need to build our social license to operate with Indigenous people and within their community.

WE ARE INCLUSIVE

- In consultation & engagement activities to ensure the voices of leadership, elders, youth & community members are heard; &
- In promoting education, employment, community investment & economic development opportunities for Indigenous People.

STATEMENT OF PURPOSE

NEWFORCE ENERGY SERVICES LTD. is committed to providing a workplace which promotes innovation and creativity through our diverse and inclusive talent pool. Newforce aims to ensure that all those participating in our workplace are treated with respect, dignity, and fairness with the aim of creating an environment which promotes positive working relationships. This program is designed to ensure that all employees understand Newforce's commitment to recognizing the value of diversity in our workplace as supported through equal employment opportunities with indigenous peoples and ensuring work practices promote equality and are non-discriminatory.

PRINCIPLE OF PROGRAM

NEWFORCE ENERGY SERVICES LTD. will work with indigenous communities to promote economic development through the identification of opportunities that offer Indigenous communities & business' the ability to participate in the procurement of goods and services in support of Newforce's operational & project requirements.

SCOPE - DIVERSITY & INCLUSION

NEWFORCE ENERGY SERVICES LTD. - recognizes that all people bring different qualities, abilities, skills, knowledge, experiences, perspectives & attitudes to work. Value understand diversity as the presence of a wide range of human qualities and attributes with a group organization or society. The dimensions of diversity include but are not limited to ancestry, culture, ethnicity, gender, gender identity, language, physical & intellectual ability, race, religion, sex, sexual orientation & socio-economic status.



THE NEWFORCE WAY!

We have been conducting business in Canada since 2006. We are proud to be 100% Canadian-owned and operated. We also are proud to be a large family-owned business. Our focus on the value of quality can be seen in our work and the equipment we have.

ENGAGEMENT AND CONSULTATION

Relationship building is an essential component of our Indigenous Peoples Inclusion Program, as it establishes trust and provides a foundation for open and honest communication between all parties involved in the project.

Our engagement strategy focuses on creating opportunities for dialogue, collaboration, and mutual understanding to build strong, long-term relationships with Indigenous communities.

Meeting facilitation should prioritize cultural traditions and sensitivities, and engagement should be meaningful with indigenous communities, including representatives of different generations, genders, and social strata.

TRAINING AND AWARENESS

Comprehensive training and awareness programs ensure that all project participants understand indigenous history, culture, and perspectives and develop the skills and competencies needed to work collaboratively with Indigenous Peoples.

Training focuses on developing cultural competency, understanding indigenous perspectives, and facilitating respectful, meaningful engagement with Indigenous Peoples.

Language and cultural training is provided to the contractor's team to improve communication and cultural sensitivity, build understanding, foster relationships, and reduce misunderstandings.



INDIGENOUS EMPLOYMENT & PROCUREMENT

A well-designed employment plan with Indigenous Peoples ensures the project's workforce and contractors promote diversity and inclusion within the organization, hiring, and management processes, improving the potential for employment opportunities.

The inclusion program includes strategies to develop supplier and contractor diversity and inclusion, providing opportunities for historically underrepresented communities in construction.

Joint ventures and partnerships provide expanded opportunities for Indigenous businesses to think about progressing with their business dealings and acquire finances, utilizing our technical and managerial expertise.

COMMUNITY INVESTMENT

Community engagement to identify and prioritize investments is an essential component of an inclusive program that enables Indigenous Peoples' economic participation in the project.

Benefits sharing recognizes Indigenous Peoples' contributions to the project, promoting equity and sharing the benefits of development fairly.

Community needs assessments ensure Indigenous Peoples have equitable access to resources and services that support community development, education, cultural preservation and traditional values, and environmental protection.

ENVIRONMENTAL STEWARDSHIP AND CULTURAL PRESERVATION

Cultural resource management in the inclusion program shows a commitment to incorporating traditional ecological knowledge to provide effective stewardship of culturally significant sites, landscapes, and resources.

Engaging Elders and traditional knowledge holders provides the program's team with valuable insights and guidance, contributing to effective environmental management and cultural preservation.

Environmental management ensuring project activities comply with environmental regulations minimizes the impact of the project on the natural environment and prioritizes cultural preservation, including traditional hunting, gathering, and fishing rights.



MESSAGE FROM MANAGEMENT

We Are **NEWFORCE ENERGY SERVICES LTD.**,

From our Alberta, Canada location, **Newforce** serves customers throughout all of Canada in multiple industries. **Newforce** has equipped our entire fleet with GPS tracking to give real-time status updates to ensure safe and on-time deliveries of various scopes of contracts.

Our **Vision** is to be the Safest and most economical industry provider while never sacrificing service. This allows us to grow organically through our strong customer relationships.

Our **People** are our greatest asset. Every day, more than 200 **Newforce** employees support our communities by having a positive social and economic image in the places where we work and where we call home.

Our approach to **Indigenous** relations is focused on working together and ensuring open communication. **Newforce** strives to earn the respect and trust needed to establish long-term working relationships.

We take **GREAT PRIDE** in doing things **RIGHT the FIRST TIME, SAFELY, ON-TIME, & ON-BUDGET!**

At the end of every job, we want our employees safely returning to their families and communities.

We make this “**NUMBER 1**” Priority to **NEWFORCE ENERGY SERVICES LTD.** and our **EMPLOYEES, SUB-CONTRACTORS, and AFFILIATES** or **ANYONE** we do business with.

We at NEWFORCE ENERGY SERVICES LTD. Appreciate your consideration in review of our Program & Introduction to our Company and look forward to doing business together soon.

Sincerely,



Darren Nelson

President/Owner
Newforce Energy Services Ltd.