



<b>No.</b>	<b><u>Policy / Procedure Name</u></b>	<b><u>Date Implemented</u></b>	<b>Version</b>
B-IR-001	Indigenous Relations Policy	June 2, 2025	1

BluMetric Environmental Inc. (BluMetric) is committed to advancing reconciliation and sustaining respectful, transparent, and meaningful relationships with Indigenous Peoples and communities. This policy outlines our approach to aligning with the Partnership Accreditation in Indigenous Relations (PAIR) Committed and Certification Criteria through action on four key Drivers: Leadership Actions, Employment, Business Development, and Community Relationships.

This policy applies to all BluMetric operations in Canada, including projects, partnerships, joint ventures, and employees. It includes activities conducted in Indigenous traditional territories and urban Indigenous communities.

### **Definitions**

- Indigenous Peoples: First Nations, Inuit, and Métis Peoples of Canada, as defined by Section 35 of the Constitution Act, 1982.
- Indigenous Business: An enterprise that meets criteria of majority Indigenous ownership and control, including sole proprietorships, limited companies, partnerships, or non-profits.
- PAIR: Progressive Indigenous Relations program administered by the Canadian Council for Indigenous Business (CCIB).

### **Policy Commitments**

Leadership Actions - BluMetric will:

- Maintain a clear and public commitment to Indigenous relations, supported by this policy.
- Identify Communities of Interest and communicate openly and respectfully.
- Conduct regular self-assessments against PAIR Criteria.
- Assign leadership responsibility to drive and sustain progress in Indigenous relations across the company.

Employment - BluMetric will:

- Support equitable representation and meaningful inclusion of Indigenous Peoples in the workforce.
- Offer culturally informed recruitment, retention, and advancement strategies.
- Provide cross-cultural awareness and sensitivity training for all employees.
- Promote the mobility and career development of Indigenous employees.



**Business Development - BluMetric will:**

- Commit resources to develop and sustain relationships with Indigenous-owned businesses.
- Seek mutually beneficial procurement opportunities and encourage Indigenous business participation.
- Support capacity building and mentorship initiatives.
- Maintain a registry of Indigenous suppliers for internal use.

**Community Relationships - BluMetric will:**

- Build positive and progressive relationships with Indigenous communities, groups, and right holders.
- Engage through information sharing, partnerships, and participation in community events.
- Provide financial and in-kind support aligned with community priorities.
- Foster long-term collaboration based on trust, respect, and mutual benefit.

The implementation of this policy is the shared responsibility of BluMetric leadership and employees. BluMetric will monitor progress, conduct annual reviews, and update the policy as needed to ensure relevance and effectiveness.

**Document Revisions**

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