



www.sharedvaluesolutions.com

First Nation, Inuit & Métis Relations Policy

Background

Shared Value Solutions Ltd. policies provide direction for our environmental, economic and social performance, and our approach to “creating shared value”. Our policies guide our business decisions.

Creating shared value is at our core. We are passionate about achieving positive, practical solutions for projects, the people they affect, and the environment. We strive to find ways that projects can achieve their desired results while also providing additional value for all parties – in other words, how can we “create shared value”?

Shared Value Solutions Ltd.’s relations with First Nation, Inuit and Métis people and communities are extensive. We recognize that First Nation, Inuit and Métis people possess unique knowledge, understanding of lands and waters and specialized technical and business skills. We work directly with First Nation, Inuit and Métis communities, businesses and organizations and we work with companies and governments that wish to enhance their First Nation, Inuit and Métis relationships.

Our First Nation, Inuit and Métis Relations Policy directs us to develop our business *and* contribute to the well-being and prosperity of First Nation, Inuit and Métis people and communities by creating shared value.

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2012-01	2012-08-22	2014-11-15

Commitments

Recognition, Respect and Responsibility

- 1) Shared Value Solution Ltd. recognizes and respects the distinct historical, legal and cultural status of First Nation, Inuit and Métis in Canada, including rights, interests, distinct ways of life and traditional and current uses of lands and resources.
- 2) Our work and our services occur in the traditional territory of many First Nation, Inuit and Métis communities. We have a responsibility to establish and foster mutually beneficial relationships with these communities, and create shared value opportunities in ways that respect rights, interests, distinct ways of life and traditional and current uses of lands and resources.

Communication

- 3) We work to develop mutually beneficial relationships with First Nation, Inuit and Métis people and communities, based on transparency, mutual respect and trust.
- 4) We communicate and consult directly and openly with the First Nation, Inuit and Métis people and communities affected by our work.

Community Well-Being & Prosperity, the Environment and Traditional Knowledge

- 5) We conduct our business in an environmentally responsible way and consider future generations in our decisions, linking to the similar efforts of First Nation, Inuit and Métis people and communities to protect the land, air and water.
- 6) We are true to our name, and seek to create shared value solutions through collaborative initiatives and multi-partner ventures that enhance community well-being and community prosperity.
- 7) We recognize that enhancing community well-being and prosperity requires respect for the traditional knowledge of First Nation, Inuit and Métis people and communities, and we seek to incorporate traditional knowledge in our work in ways that respect the sensitive nature of this knowledge and requirements for confidentiality.

Business, Employment & Economic Opportunities

- 8) We seek out and support business, employment and economic opportunities for First Nation, Inuit and Métis peoples, build First Nation, Inuit and Métis people and businesses into our supply chain, regularly consult business directories such as those

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- available from Canadian Council for Aboriginal Business, and provide mentorship and training opportunities within our project work.
- 9) We seek opportunities to hire First Nation, Inuit and Métis employees, consultants and contractors.
 - 10) We will host or co-host, annually, one or more business development meetings with current or potential First Nation, Inuit and Métis business partners. These meetings will create shared value business opportunities that can realize advantages from the unique knowledge, understanding of lands and waters and specialized technical and business skills available within First Nation, Inuit and Métis communities.
 - 11) Where appropriate and mutually beneficial, we will develop joint-venture businesses with long-term First Nation, Inuit and Métis clients.

Professional, Industry and Community Outreach

- 12) Where we have corporate memberships in professional and industry associations, and where we provide funding for employee memberships in such organizations, we engage our peers in meaningful discussions, workshops and presentations that can enhance understanding of First Nation, Inuit and Métis rights, interests and community well-being.
- 13) We share information about our work to enhance understanding of First Nation, Inuit and Métis rights, interests and community well-being through our company website, social media tools and in publications such as professional journals, industry association newsletters or community newspapers and magazines.
- 14) We engage our non- First Nation, Inuit and Métis clients in meaningful discussions about their corporate or organizational activities to help enhance their understanding of First Nation, Inuit and Métis rights, interests and community well-being.
- 15) We share our First Nation, Inuit and Métis Relations Policy with our clients and review this Policy prior to engaging in new contracts and projects.
- 16) We support leadership opportunities for First Nation, Inuit and Métis youth and seek to build-in leadership experiences for youth in our projects through arts, education, science or sports activities.
- 17) Where contracts and projects include the assessment of potential impacts on First Nation, Inuit and Métis rights, interests, way of life, and the traditional and current use of lands and waters, we advocate with our clients for:
 - a. inclusion of knowledge holders, Elders and youth in project assessment processes,
 - b. meaningful and informed consultation, accommodations and/or reconciliation,
 - c. studies to support community documentation of traditional knowledge, land use and occupancy and traditional ecological knowledge, and
 - d. economic development initiatives once the community is comfortable with the specific undertaking and is satisfied with their participation.

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Corporate Governance

- 18) We will report on company activities in relation to this policy on our website.
- 19) Prior to updating and revising this policy, we will review the policy with knowledgeable First Nation, Inuit and Métis leaders in our professional networks.
- 20) The Board of Directors of Shared Value Solutions Ltd. will meet once per year to review this Policy and review company activities in relation to this policy, with a goal to improving the Policy and continually improving ways to operationalize the Policy.

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