

EDI Environmental Dynamics Inc. (EDI) values and respects Indigenous Peoples, their culture, and their connection to the land. The success of Indigenous Peoples in Canada is a foundational component of EDI's ethic, and we work to apply our experience, passion, and skills to collaborate and learn with Indigenous communities in the areas where we live and work. EDI has been working with Indigenous communities for almost three decades to create mutually-beneficial economic opportunities.

EDI believes meaningful Indigenous involvement in economic development is essential for everyone's economic, social, and environmental well-being. This document outlines our efforts towards reconciliation, including respectful knowledge sharing and relationships between our team and Indigenous Peoples.

- EDI recognizes the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Bill C-15, BC Bill 41 – 2019, and the Truth and Reconciliation Commission (TRC): Calls to Action. EDI recognizes the rights of Indigenous Peoples and continuously works towards integrating the principles and practices recommended in these declarations and calls to action into EDI's fabric. EDI is committed to:
  - TRC Call to Action #7 – “We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians”.
  - EDI is working towards reducing educational and employment gaps between Aboriginal and non-Aboriginal youth by creating scholarships, internships, training, and employment opportunities.
  - TRC Call to Action #92(iii) – “Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the UNDRIP, treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism”.
  - EDI hires Indigenous trainers to educate our team on the history of Indigenous Peoples in Canada, including cultural practices and history, the history and legacy of residential schools, UNDRIP, and treaties and Aboriginal rights.
  - EDI aims to learn from community representatives about their economic development interests, if asked we collaborate with them in pursuit of these opportunities.
  - EDI acknowledges and recognizes Indigenous territories where we live and work.



## Collaboration Principles

At the heart of EDI's ethic is an appreciation for listening, learning, and sharing. EDI believes that open dialogue is the key to understanding interests, concerns, and opportunities supporting meaningful collaboration. EDI commits to:

- acting with respect and appreciation in everything we do;
- listening to the interests, concerns, and aspirations of Indigenous communities;
- open, honest, meaningful, and transparent engagement; and,
- pursuing mutually beneficial, inclusive, and viable business opportunities.

## Economic Development and Shared Prosperity

EDI is committed to TRC Call to Action 92(ii) *“Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector and that Aboriginal communities gain long-term sustainable benefits from economic development projects”*. EDI is working towards equitable access to economic development, employment, and training opportunities. EDI is a member of the Canadian Council of Aboriginal Businesses (CCAB) and works to provide procurement opportunities for Indigenous-owned businesses.

## Social Investment

EDI is committed to learning from Indigenous communities to understand their social and economic interests. EDI works with Indigenous communities to identify and support community, youth, sport, education, employment, and environmental consulting training opportunities.

Indigenous-led frameworks of reconciliation guide EDI reconciliation efforts. EDI firmly believes that we can only deepen our understanding of Indigenous Peoples by listening and learning. EDI will continue this journey to learn and integrate our learnings into our business.

A handwritten signature in black ink that reads "Cathy Mackay".

Cathy Mackay, CEO

Date: April 4, 2024