



## Indigenous Relations Policy

---

Lynco has continued to excel in the delivery of its operations by involving Indigenous communities through a clear, straightforward Indigenous Relations Policy. We are committed to collaboration and to building long-term, mutually beneficial relationships that are based on transparency, respect and trust. Our inclusive approach encourages communities to participate in decisions that affect their families, their traditional territories and their livelihoods.

As a responsible organization, Lynco takes into account the impacts of its activities and the related opportunities for Indigenous communities, and their traditional and current uses of lands and resources. Lynco commits to building genuine relations with communities by first acknowledging the life of the land, recognizing Indigenous peoples' relationship to the land and by reconciling our place in nature through an approach to projects that supports a healthy environment.

We believe the people and communities affected by our activities should benefit through employment, business development, education and training. Lynco's Indigenous Relations Policy clearly outlines how we propose to have communities meaningfully involved in the execution of our projects, with strategies that are realized throughout a project's life cycle: Request for Proposal/Bid Phase; Post Award/Front-end Planning Phase; Construction Phase; and Post-Construction Phase/Project Close Out. We continually review and update our Indigenous Relations Policy to ensure that we remain effective.

Lynco recognizes the value of Indigenous peoples' contribution to the economy; not only does it make sound business sense for our organization, it also leads us to a more prosperous future together. Investing in the development of a strong Indigenous work force establishes a mutually beneficial relationship and affords Indigenous communities sustainable futures within and beyond traditional territories.

Lynco strives to create opportunities that are aligned with the aspirations of the Indigenous communities affected by our business. This often leads to partnerships and sponsorship of educational and training programs, employment-opportunity initiatives, and other capacity-building efforts.

We are committed to forthright and sincere engagement with Indigenous peoples about projects that potentially affect them. We aim to develop mutual understanding through open, timely, two-way communication.