



FIRST NATIONS POLICY

KOTUG Canada takes an industry leading role in developing relationships and creating prosperous opportunities with Indigenous individuals, organizations, companies, and communities.

These relationships and opportunities produce collective benefits to Indigenous Peoples, their organizations, companies, and communities, as well as to KOTUG Canada, the local & global marine community, and governments.

Annual First Nations continuous improvement initiatives and targets are incorporated into every annual planning cycle and budgeting process.

KOTUG Canada is proud to embrace the opportunity to work with First Nations. Our company has adopted the Canadian Council for Aboriginal Business' model for Progressive Aboriginal Relations to achieve the following outcomes:

1. Increase corporate competency respecting First Nations
2. Increase First Nations employment
3. Increase First Nations business development
4. Increase First Nations community development and relations

KOTUG Canada Employees shall support this commitment by:

- Developing their own understanding of First Nations culture and history;
- Respecting and helping in the development of First Nations seafaring & shore-based employees; and,

Committing to exploring mutually beneficial procurement & business development opportunities with First Nations organizations.

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Signature

Date: January 10th, 2020

A handwritten signature in black ink, appearing to be 'M. ...', written over a horizontal line.

Signature

Date: January 10th, 2020

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