



A Path Toward a Better Future

Reconciliation
Action Plan 2024

About the Artist

Jim Oskineegish is an Ojibwe artist who is a registered member of the Eabametoong First Nation which is located in northwestern Ontario, Canada. Jim paints in the Shamanistic Woodland Style using bold lines and bright colors. He loves to paint legends and stories of his people and hopes that his art can bridge a universal understanding of love, faith, and unity. "I want to promote positive Ahnisenabae culture to the world."



Jim has post-secondary instruction in the field of visual arts and has further developed his own unique and distinctive style. If Jim can evoke a response or emotion from the viewer, then he feels that he is successful in the world of contemporary art. While in attendance at Lakehead University, he was awarded the Framing Experience Award during the Lakehead University Juried Student Art Exhibition in 1990-1992. Subsequently, he then was awarded the Thunder Bay Society of Architects Award during the Lakehead University Juried Student Art Exhibition in 1991-1992.



Let's Work Together

© JIM OSKINEEGISH, ARTIST, COURTESY OF CANADIAN ART PRINTS AND WINN DEVON ART GROUP, INC

A message from Laurentis President and CEO Jason Van Wart

At Laurentis Energy Partners, our people are our greatest strength and the foundation of our success. We are proud of our diverse workforce of talented individuals who value and demonstrate integrity, inclusivity, respect, and collaboration.

As our company continues to grow and evolve, we recognize the importance of acknowledging the true history of Canada and deepening our understanding of past and present injustices faced by Indigenous Peoples. We are dedicated to taking action to advance reconciliation, working closely with Indigenous communities, businesses, and organizations.

We are pleased to share our first Reconciliation Action Plan. This plan is Laurentis's response to the Truth and Reconciliation Commission of Canada's Call to Action #92, which

calls on corporate Canada to create meaningful impacts for Indigenous Peoples through strengthened relationships, economic development,

“**Our Reconciliation Action Plan is a living document and the first step on our path towards greater cultural awareness and understanding, and mutually beneficial relationships.**”

and Indigenous inclusion in the workforce. Within our plan, we have laid out commitments under five pillars: governance, education,

employment, community and economic engagement, and health and wellness. These commitments align with our company values and represent tangible actions that will contribute to reconciliation.

Laurentis will not undertake this work alone. We will work in close collaboration with Indigenous groups to ensure our actions result in meaningful benefits for Indigenous Peoples. Our Reconciliation Action Plan is a living document and the first step on our path towards greater cultural awareness and understanding, and mutually beneficial relationships.

We look forward to progressing our plan and building on our commitments together. This will require a continued focus on maintaining a strong foundation of respect, honesty, and transparency. We are committed to

upholding these values as we work collaboratively towards creating a better future for Indigenous Peoples.

Thank you.



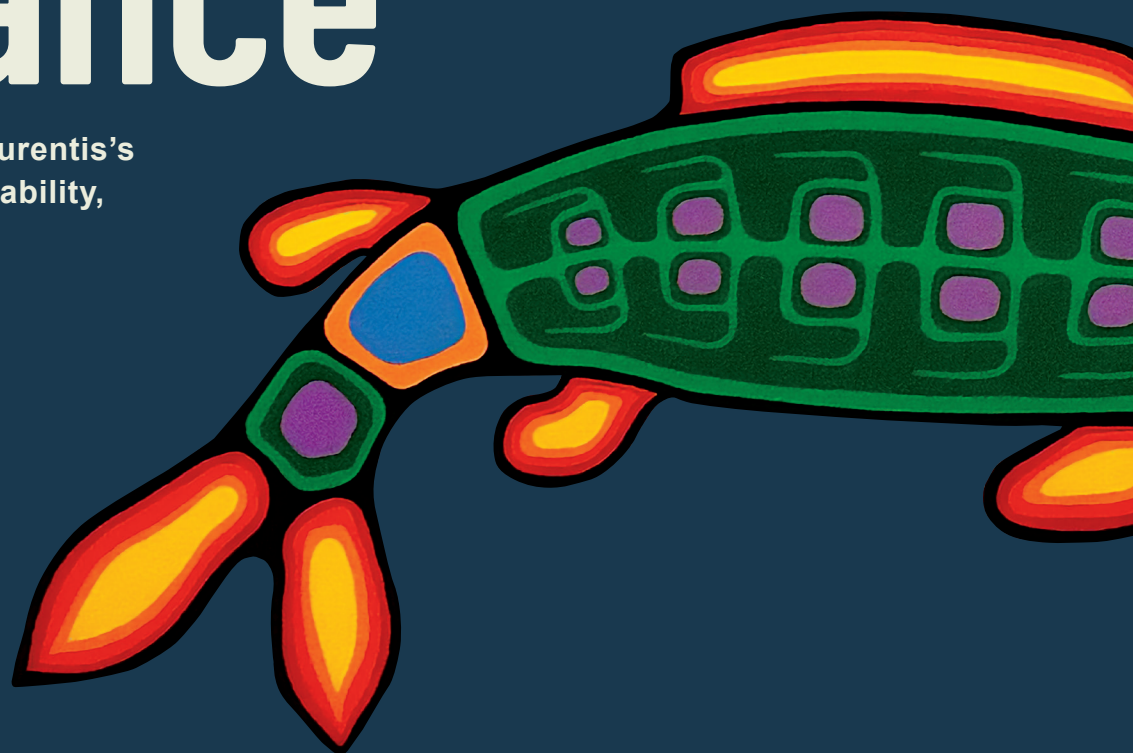
Jason Van Wart
President and CEO





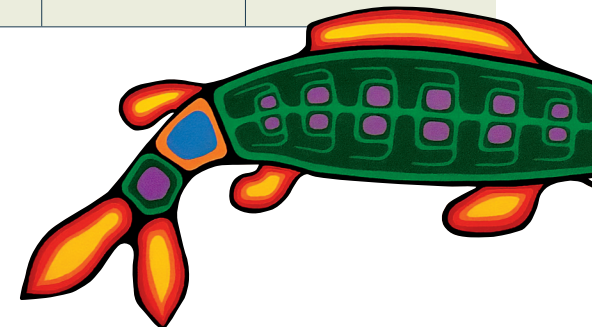
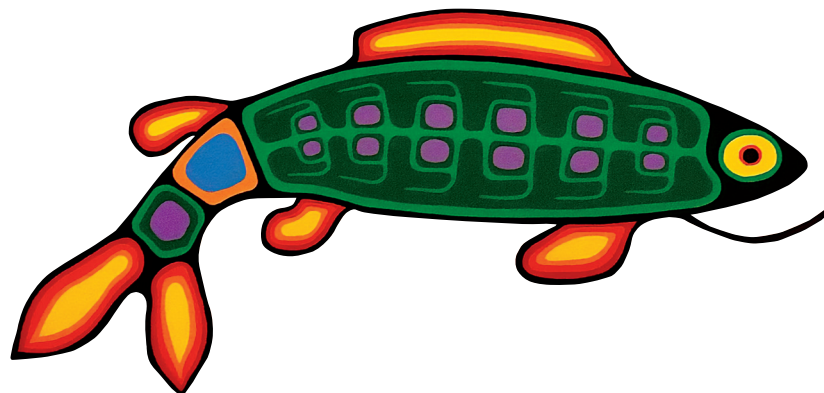
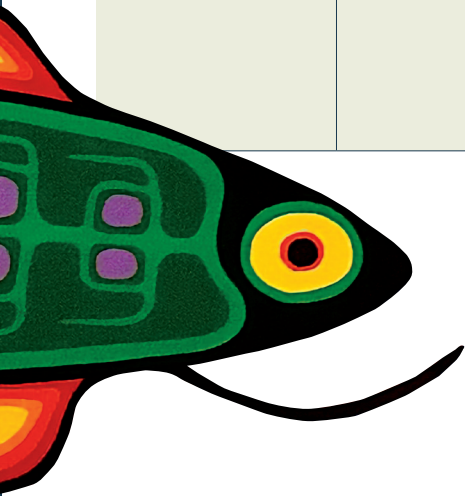
Governance

Embed reconciliation efforts throughout Laurentis's operations and culture, prioritizing accountability, consistency and transparency.



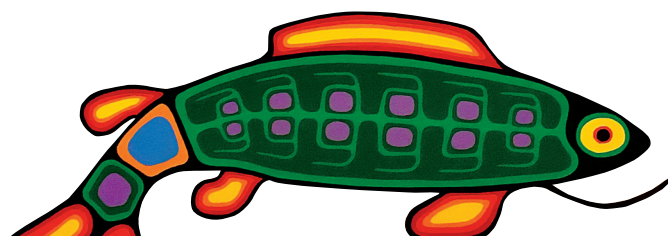
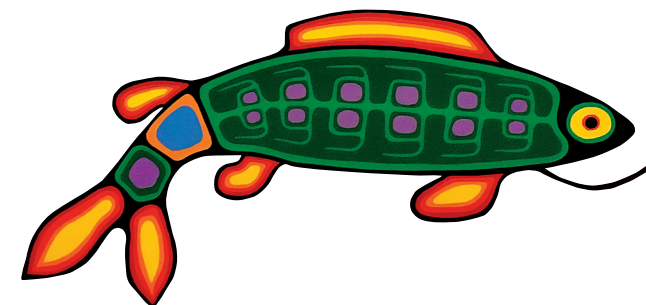
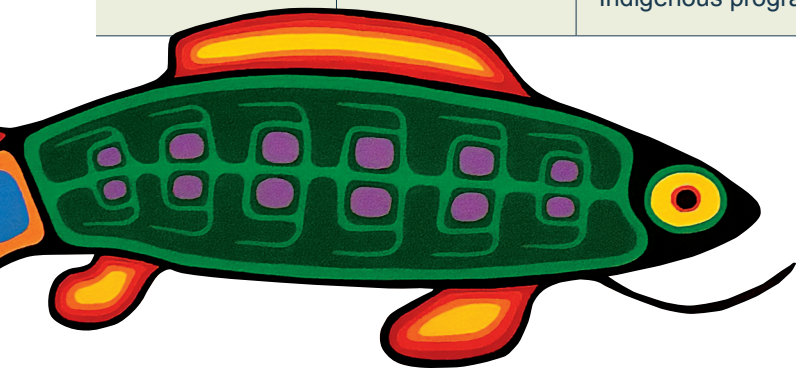
Governance

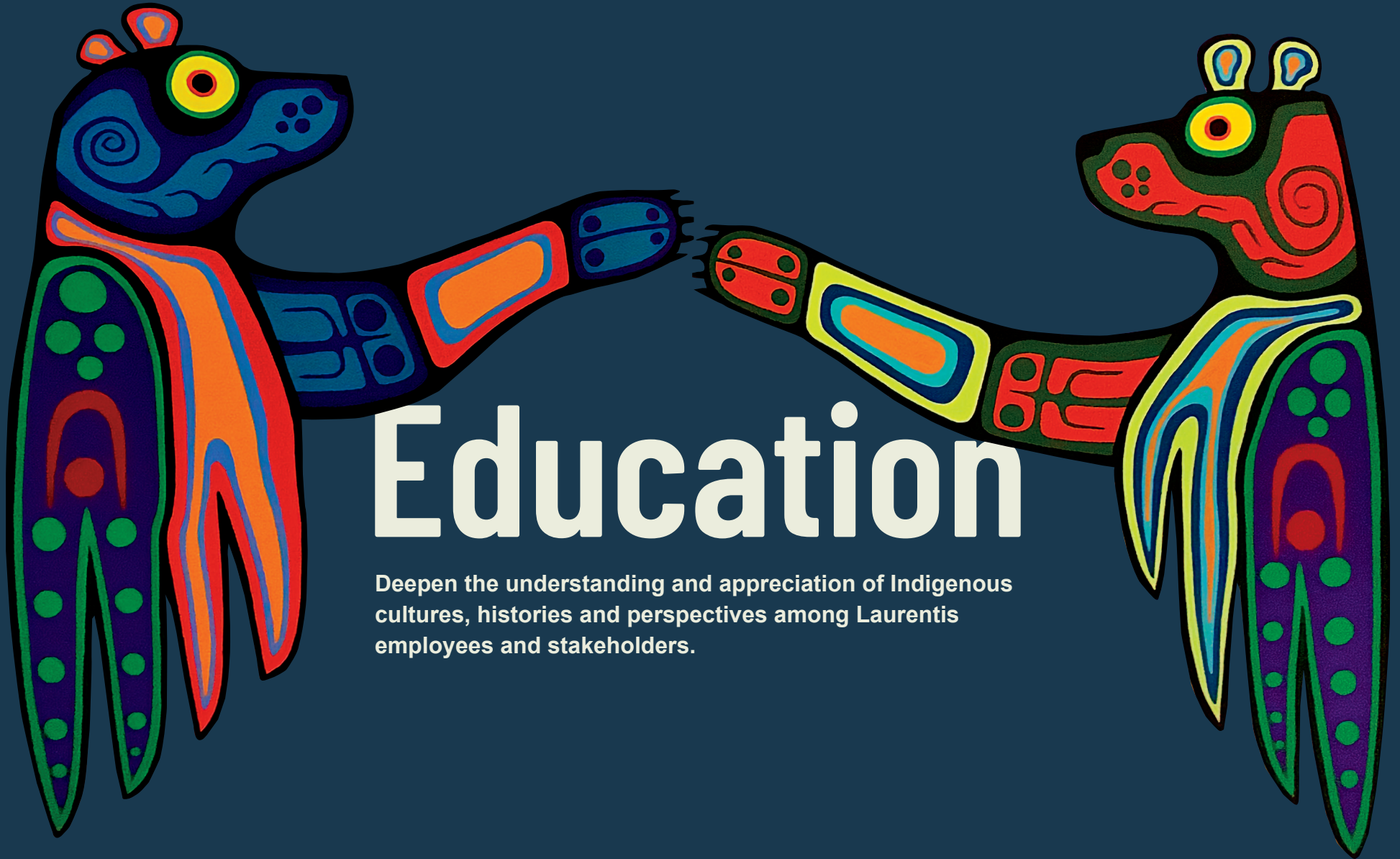
Dimension	Commitment	Details	Target	Timeline	Owner(s)
Organizational governance	Establish KPIs and reporting structure	Establish Key Performance Indicators (KPIs) for Laurentis's leaders and employees to track progress on specific RAP commitments. Clearly outline the expectations and reporting structure of these KPIs to the Indigenous Relations Committee to maintain accountability. Integrate these indicators and reporting processes into individual and/or team performance evaluations. Regularly communicate progress on RAP commitments to all employees.	KPIs and reporting structure established RAP progress discussed during regular meetings	Q2 2024	Indigenous Relations Committee
Organizational messaging	Issue leadership statement	Issue a leadership statement on Reconciliation with messaging from Laurentis's senior leadership team expressing their support for Reconciliation and recognition of Indigenous history. Include an acknowledgment of the historic and current injustices faced by Indigenous Peoples, and a pledge that Laurentis will work towards progress. Review and update this statement annually or bi-annually.	Statement issued and follow-up statement scheduled	Q2 2024	Communications, Executive Leadership Team



Governance

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Policies	Create Indigenous Relations policy	Consult with industry peers to gain a better understanding of their Indigenous Relations policies and integrate aspects that align with Laurentis’s policy goals. Once the policy is developed, embed it into the onboarding process, as well as the project kick-off process for initiatives involving Indigenous partners. Communicate the policy to employees through an awareness campaign and during onboarding.	Policy developed and shared with Laurentis employees	Q3 2024	Indigenous Relations Committee
Organizational messaging	Update website	Incorporate a vision and value statement related to social impact in the “About Us” section of the Laurentis website to convey the company’s dedication to Reconciliation. Develop an “Indigenous Relations” section on the website that highlights Laurentis’s Reconciliation journey, RAP commitments, and Indigenous programs.	Website updated	Q1 2025	Communications





Education

Deepen the understanding and appreciation of Indigenous cultures, histories and perspectives among Laurentis employees and stakeholders.

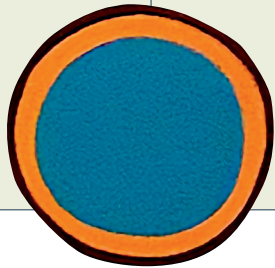
Education

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Indigenous cultural awareness	Incorporate land acknowledgements	Incorporate land acknowledgements into the Laurentis website, reports, and meetings as appropriate. Provide a guide for land acknowledgments, explaining their significance and purpose, empowering employees to craft and personalize their own.	Land acknowledgements incorporated and guide developed	Q4 2024	Indigenous Relations Committee
Indigenous cultural awareness	Implement Indigenous cultural awareness training	Offer Laurentis employees Indigenous cultural awareness, anti-racism, and unconscious bias training in partnership with an Indigenous organization. Use Indigenous-led resources to educate employees on the importance of Reconciliation and anti-racism. Provide reading materials, listening resources, and an events calendar highlighting Reconciliation and Indigenous cultural celebrations. Emphasize Indigenous achievements within the energy sector. Implement a training curriculum for both new hires and current employees.	Training launched and curriculum developed	Q4 2024	Human Resources
Communications	Externally promote Reconciliation journey	Share the Reconciliation journey, including commitments, progress on commitments and success stories, on the Laurentis website and social media channels to foster knowledge and understanding of the cultures, histories, and achievements of Indigenous Peoples. Regularly update information regarding RAP commitments and progress to keep stakeholders and Rightsholders informed.	Indigenous content regularly shared externally	Q4 2024 and beyond	Communications



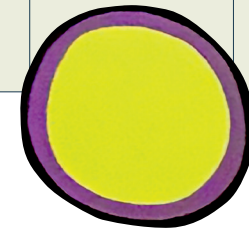
Education

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Communications	Internally promote Reconciliation journey	Share Laurentis’s Reconciliation journey, including commitments, progress on commitments, and success stories, through internal channels such as Bamboo HR, TargetTV, the Laurentis Insider e-newsletter, and All-Hands meetings. Use these channels to further promote Indigenous cultural awareness by sharing resources, events, local Indigenous businesses, and offering opportunities for employees to share their stories.	Indigenous content regularly shared through internal channels	Q1 2025	Indigenous Relations Committee
Continuous learning	Recognize an Indigenous awareness month	Designate June or September as a month dedicated to internal Indigenous awareness, coinciding with either National Indigenous History Month/National Indigenous Peoples Day or National Day for Truth and Reconciliation/Orange Shirt Day. Organize activities such as lunch and learns, trivia, panels, and more. Encourage employees to attend local Powwows to build stronger cultural awareness and provide guidance on how to respectfully engage in the events. Share event information and volunteer opportunities through internal communications channels such as Bamboo HR, TargetTV, the Laurentis Insider e-newsletter, and All-Hands meetings.	Month dedicated to Indigenous awareness Employee participation in activities and events	Q1 2025	Communications



Education

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Continuous learning	Create a club	Create an employee club dedicated to independently engaging with Indigenous content. Organize regular meetings for employees to share their insights. Designate an executive sponsor and locate funding to enhance the program's credibility and demonstrate Laurentis's support for such initiatives. The funding may cover expenses such as acquiring Indigenous content or inviting guest speakers to meetings.	Club created and regular meetings organized	Q1 2025	Indigenous Relations Committee
Continuous learning	Host an annual Indigenous event	Host at least one significant Indigenous cultural learning event open to all employees and recognize participation in performance reviews. Collaborate with local Indigenous community members to build relationships and foster cultural understanding. Events may include Reconciliation forums or other Indigenous cultural celebrations.	First major event hosted	Q2 2025	Indigenous Relations Committee





Employment

Cultivate a diverse and inclusive workforce by developing strategies to increase Indigenous representation within Laurentis.



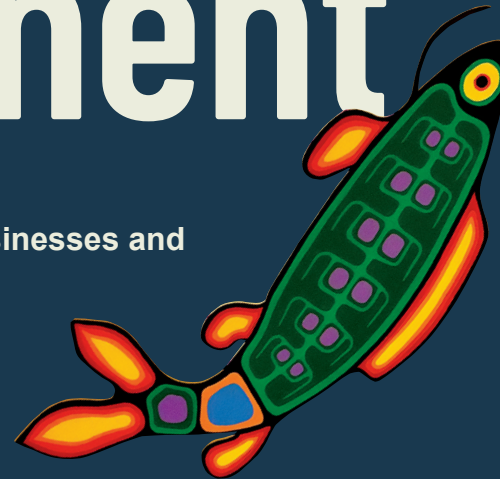
Employment

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Indigenous employment	Review hiring processes	Review job postings, interview formats, questions, and candidate evaluation rubrics to identify and address any barriers for Indigenous candidates.	Barriers addressed	Q3 2024	Human Resources
Indigenous employment	Develop an Indigenous recruitment strategy	<p>Research and develop an Indigenous recruitment strategy with the goal to:</p> <ul style="list-style-type: none"> • Diversify the ways in which employment opportunities are promoted • Be more considerate of the barriers faced by Indigenous candidates and ensure equitable opportunities • Outline how Laurentis will participate in and support community career fairs to raise awareness of employment opportunities for Indigenous youth 	Indigenous recruitment strategy developed	Q4 2024	Human Resources
Indigenous advancement	Develop an Indigenous advancement strategy	<p>Research and develop an Indigenous advancement strategy with a focus on:</p> <ul style="list-style-type: none"> • Information about policies that promote work/life flexibility. • Pursuing opportunities to advance Indigenous inclusion and Reconciliation efforts at Laurentis • Developing a communications campaign that provides Indigenous employees with opportunities to share their stories and cultural heritage • Pursuing a more inclusive performance management process that assesses employees based on their overall impact 	Indigenous advancement strategy developed	Q1 2025	Human Resources
Indigenous advancement	Establish an Indigenous employee mentorship program	Establish a mentorship program to support the career advancement of Indigenous employees. Ensure mentors possess both the skills and cultural competency to help mentees reach their goals within each mentorship term.	Program launched	Q2 2025	Indigenous Relations Committee, Human Resources





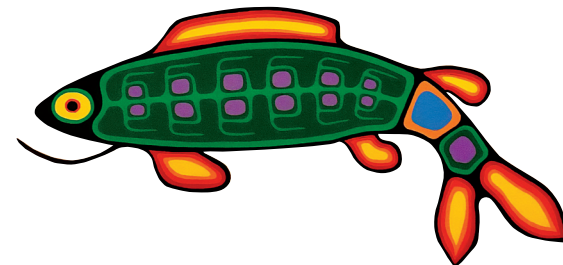
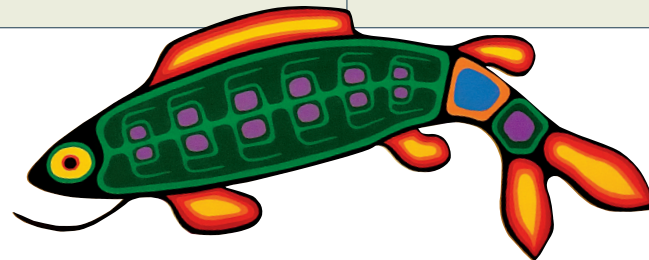
Community & economic engagement



Prioritize and partner with Indigenous-owned businesses and contribute to Indigenous causes.

Community & economic engagement

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Supply chain	Develop a supplier diversity policy	Develop a supplier diversity policy to support Indigenous businesses and artists. Actively source and prioritize goods and services from Indigenous-owned businesses to increase supplier diversity at Laurentis. Include screening criteria in the policy that prioritizes businesses with RAPs or similar Indigenous relations programs.	Supplier diversity policy developed	Q3 2024	Procurement
Supply chain	Build an Indigenous supplier database	Build an Indigenous supplier database to provide Laurentis employees with information on goods and services offered by local Indigenous businesses. Include small local Indigenous-owned businesses that Laurentis could engage for smaller-scale services, such as catering and office art.	Indigenous supplier database created and promoted internally	Q4 2024	Procurement
Financial support	Donate to Indigenous charities	Allocate a percentage of Laurentis's annual donation budget to Indigenous charities, Indigenous-owned philanthropic organizations, and Indigenous capacity-building organizations.	Donations program launched	Q2 2025	Indigenous Relations Committee, Communications



Health & wellness

Ensure that Laurentis's approach to health and wellness is inclusive, respectful and aligned with the needs and values of Indigenous people.



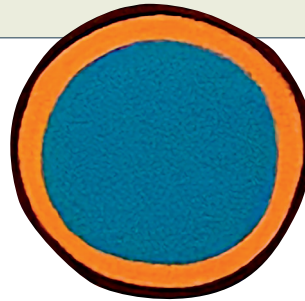
Health & wellness

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Wellness	Review Disconnect from Work policy	Review Laurentis’s work policies to ensure they offer flexible work arrangements to accommodate personal and familial needs. Include Indigenous community members in policy reviews. Promote these programs to raise awareness among Indigenous employees.	Inclusive policies reviewed and created (where necessary)	Q3 2024	Indigenous Relations Committee, Human Resources
Health and wellness	Research feasibility of an interfaith wellness room	Conduct an employee survey to understand sentiments regarding the establishment of an interfaith wellness room. The goal for the room would be to provide a safe space for reflection and cultural practices.	Survey conducted	Q4 2024	Indigenous Relations Committee
Wellness	Review safety policy	Conduct a review of Laurentis’s safety policy to ensure it offers cultural safety and trauma support services for Indigenous employees. Promote these programs to raise awareness among Indigenous employees. Intensify awareness communications during difficult times (e.g. discoveries of unmarked graves, National Day for Truth and Reconciliation, or other news and events affecting Indigenous Peoples).	Review completed	Q1 2025	Indigenous Relations Committee, EH&S



Health & wellness

Dimension	Commitment	Details	Target	Timeline	Owner(s)
Health and wellness	Research feasibility of establishing an Elders in Residence program	Research the feasibility of establishing an Elders in Residence program to support Indigenous employees facing mental health challenges in the workplace. This program would provide a safe, traditional space for Indigenous employees to connect with Elders and an alternative to conventional counselling services offered through employee health and benefit plans.	Research completed	Q1 2025	Human Resources
Health and wellness	Provide trauma support for Indigenous employees in response to real-time events	Provide Indigenous trauma support in response to real-time news impacting Indigenous Peoples (e.g. mass graves discoveries). Integrate this into the existing mental health support systems to ensure a psychologically safe workplace for Indigenous employees.	Trauma support program developed	Q1 2025	Human Resources



Laurentis engineer and Métis citizen **Brendan Boucher** advances his career through ION program

Since childhood, math, science, problem-solving, and helping others have been areas of interest for Brendan Boucher, a citizen of the Métis Nation of Ontario. Years later, he has translated these strengths into an engineering career at Laurentis Energy Partners.

After graduating from the Mechanical Engineering program at Ontario Tech University, Brendan began exploring job opportunities in the nuclear industry. During his search, he came across the OPG Indigenous Opportunities Network (ION) program, aimed at increasing Indigenous representation in the nuclear industry.

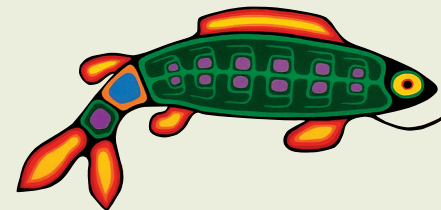
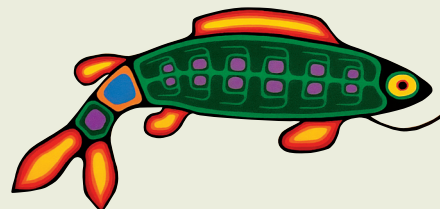
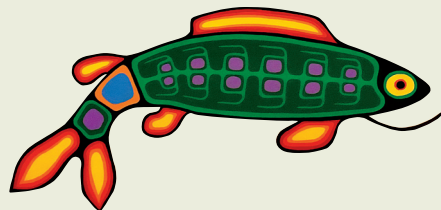
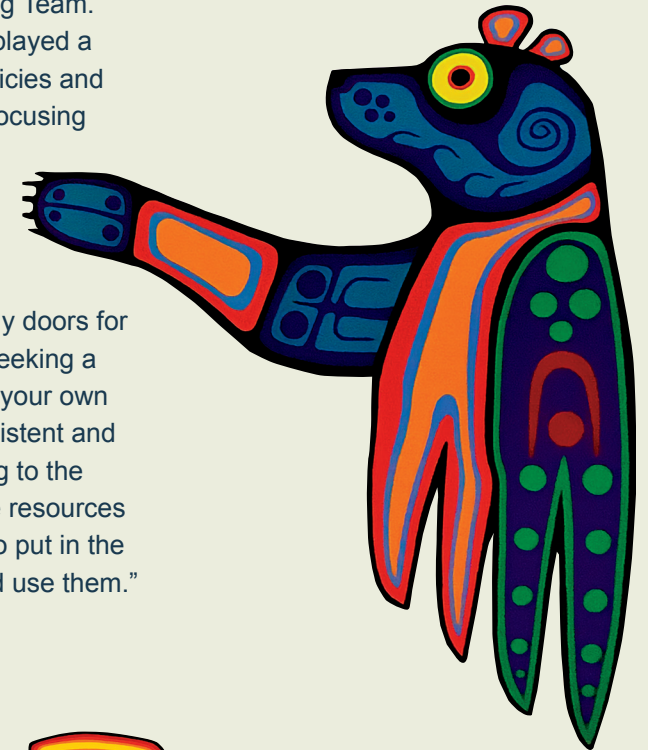
Launched in 2018, ION has placed 68 Indigenous people in energy sector roles.

“There are incredible resources available if you’re willing to put in the work to seek them out and use them.”

Laurentis is committed to diversity and inclusion in its workforce and participates in the ION program. Thanks to his skills and the opportunities provided by ION, Brendan joined Laurentis in August

2021 as a member of the newly formed Design Engineering Team. Since then, Brendan has played a vital role in formalizing policies and procedures at Laurentis, focusing on Quality Management Systems.

Reflecting on his journey, Brendan remarked “The ION program opened many doors for me. My advice to others seeking a successful career is to be your own biggest advocate. Be persistent and confident in what you bring to the table. There are incredible resources available if you’re willing to put in the work to seek them out and use them.”



Supporting Indigenous economic growth through partnership with **FoxWise Technologies**



FoxWise Technologies, a First Nation-owned IT service provider based in Ontario, is driven by a strong commitment to creating meaningful change for Indigenous communities, while delivering technically sound solutions for its clients. The company takes pride in its ability to use First Nation knowledge and ingenuity to help enhance clients' operations and technology.

FoxWise's mission resonated with Laura Van Soelen, Vice President of Corporate Services. "We were looking

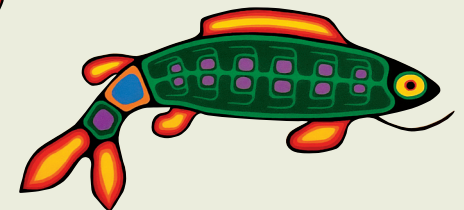
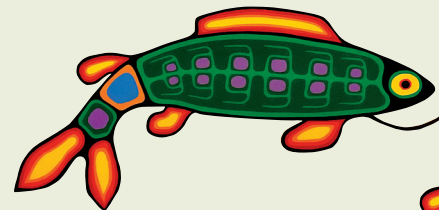
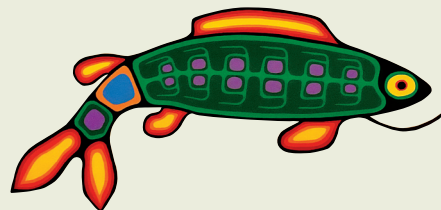


This collaboration is more than a partnership; it's a testament to our shared vision of progress and community empowerment."





for a new partner to provide Laurentis the top-of-the-line IT solutions we need to operate productively and efficiently. FoxWise and its strategic partner, Compugen, emerged as an ideal match."

Sam Damm, Founder and President of FoxWise, added "This collaboration is more than a partnership; it's a testament to our shared vision of progress and community empowerment."

Starting in 2024, FoxWise will support Laurentis with end-to-end IT hardware, warranty services, and hardware lifecycle solutions to Microsoft licensing services and additional cybersecurity services.





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