



## Indigenous Peoples Policy

### Purpose

Skeena Sawmills recognizes and respects the cultural and social significance of the land, water and forests of British Columbia to Indigenous Peoples.

### Policy

1. Skeena Sawmills respects the constitutional, legal and treaty rights of Indigenous peoples.
2. Skeena Sawmills is committed to building relationships on a foundation of respect for the languages, traditions, political, social and cultural institutions of Indigenous peoples.
3. Skeena Sawmills will use available information and resources to identify Indigenous Peoples traditional territories to engage with and support consultation with Indigenous peoples on forest management planning.
4. When communicating with Indigenous Peoples, all personnel will respect the spirit and intent of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its guiding principles within the context of existing Canadian and Provincial laws.
5. When communicating with Indigenous Peoples, personnel will engage in a timely manner, to allow them to identify interests, understand the potential impacts of our business activities on their rights and make decisions freely and openly.
6. Skeena Sawmills will encourage the hiring of Indigenous employees by the company and its contractors, whenever possible, to build a workforce that reflects the diversity of the communities in which we operate.
7. Skeena Sawmills will pursue mutually beneficial commercial relationships, partnerships and business opportunities with local Indigenous businesses.
8. Skeena Sawmills will ensure the appropriate cultural awareness training of its personnel and contractors to build relationships and implement this policy

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Greg Demille  
General Manager