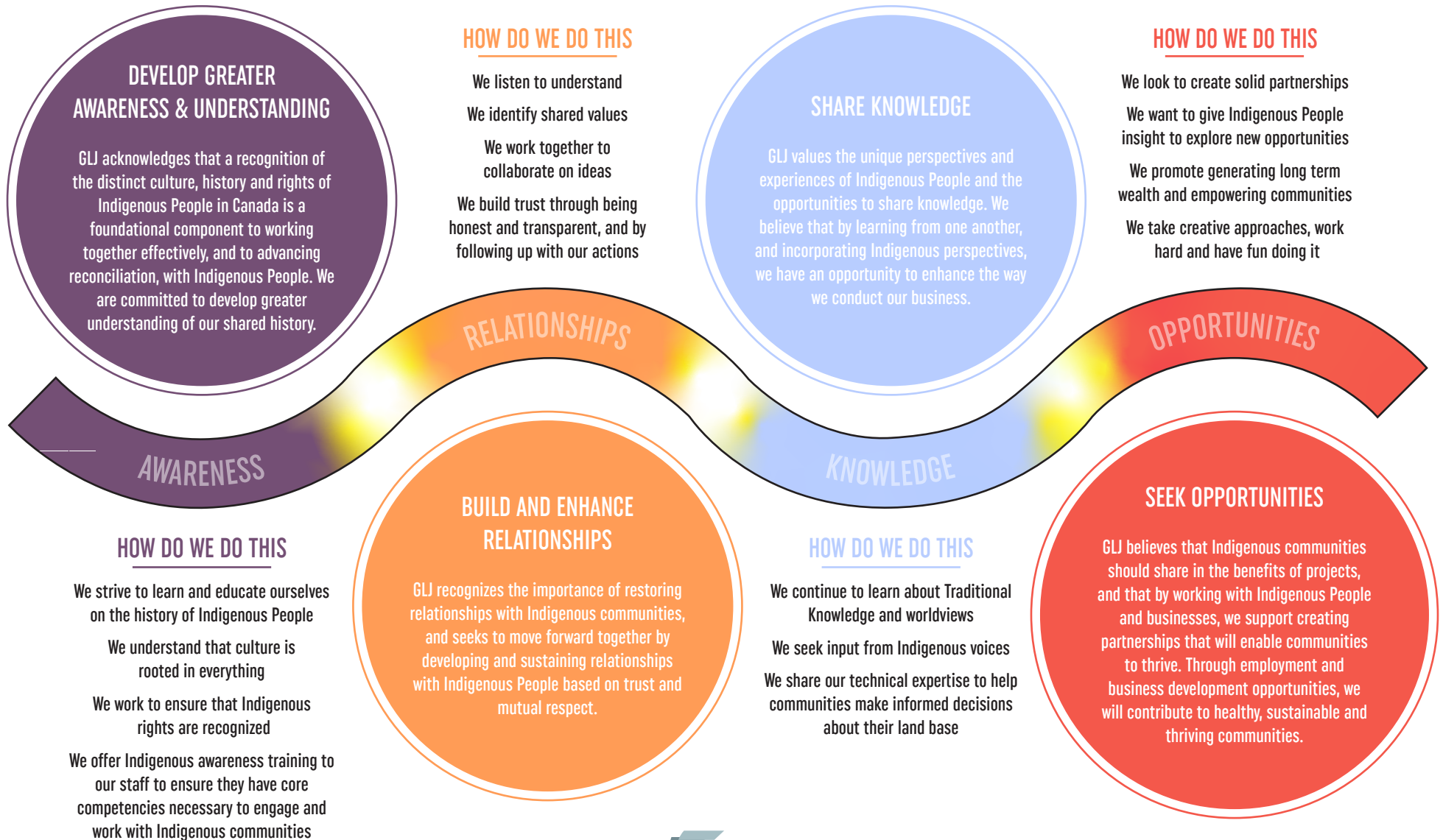


INDIGENOUS COMMITMENT STATEMENT

In response to the Truth and Reconciliation Commission's 92nd Call To Action, GLJ has embarked on a journey to acknowledge, understand, and incorporate Indigenous People more fully into our business. We recognize and respect the inherent rights of Indigenous People and seek ways to build and strengthen our relationships with Indigenous communities. To achieve this we will focus our efforts in four key areas:



DEVELOP GREATER AWARENESS & UNDERSTANDING

GLJ acknowledges that a recognition of the distinct culture, history and rights of Indigenous People in Canada is a foundational component to working together effectively, and to advancing reconciliation, with Indigenous People. We are committed to develop greater understanding of our shared history.

AWARENESS

HOW DO WE DO THIS

- We strive to learn and educate ourselves on the history of Indigenous People
- We understand that culture is rooted in everything
- We work to ensure that Indigenous rights are recognized
- We offer Indigenous awareness training to our staff to ensure they have core competencies necessary to engage and work with Indigenous communities

HOW DO WE DO THIS

- We listen to understand
- We identify shared values
- We work together to collaborate on ideas
- We build trust through being honest and transparent, and by following up with our actions

RELATIONSHIPS

BUILD AND ENHANCE RELATIONSHIPS

GLJ recognizes the importance of restoring relationships with Indigenous communities, and seeks to move forward together by developing and sustaining relationships with Indigenous People based on trust and mutual respect.

SHARE KNOWLEDGE

GLJ values the unique perspectives and experiences of Indigenous People and the opportunities to share knowledge. We believe that by learning from one another, and incorporating Indigenous perspectives, we have an opportunity to enhance the way we conduct our business.

KNOWLEDGE

HOW DO WE DO THIS

- We continue to learn about Traditional Knowledge and worldviews
- We seek input from Indigenous voices
- We share our technical expertise to help communities make informed decisions about their land base

HOW DO WE DO THIS

- We look to create solid partnerships
- We want to give Indigenous People insight to explore new opportunities
- We promote generating long term wealth and empowering communities
- We take creative approaches, work hard and have fun doing it

OPPORTUNITIES

SEEK OPPORTUNITIES

GLJ believes that Indigenous communities should share in the benefits of projects, and that by working with Indigenous People and businesses, we support creating partnerships that will enable communities to thrive. Through employment and business development opportunities, we will contribute to healthy, sustainable and thriving communities.