



INDIGENOUS BUSINESS POLICY



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Summary

Amar Surveys has and will continue to recognize the needs and value of local Indigenous interest relative to the various locations of our business. We utilize, follow and believe in our Indigenous Business Policy as it shows in all aspects of Amar Surveys.

Our model is set up to retain and mentor quality First Nation labor force, our group has a proven track record by retaining First Nations;

- Senior Management
- Field Management
- Senior Surveyors
- Administrative Staff
- Skilled Labor/Survey Assistants

Highlights

Amar Surveys prides itself on ensuring that we have an Indigenous Hire of 30% or greater on every project as well as ensure we utilize local Indigenous vendors and suppliers.

Objectives

- Will train, employ and mentor local Indigenous labor and management
- Will support local Indigenous community, organizations, families and individuals through fundraising, sponsorship, scholarships and donations
- Will utilize Local and Local Indigenous Subcontractors, Suppliers and Vendors to complete high level work to our Clients safe and effective way



Policy

Indigenous Liaison

It is the responsibility of the Community Relations/Business Development Manager to act as a Liaison to reach out to the local community. It is his responsibility to research and understand local cultural values and how we may support them. Amar Surveys supports Indigenous cultural/ community events in all communities they conduct business. Amar Surveys will not assume that any community will have the exact same values as the last. Liaisons social responsibility is as follows, but not limited to;

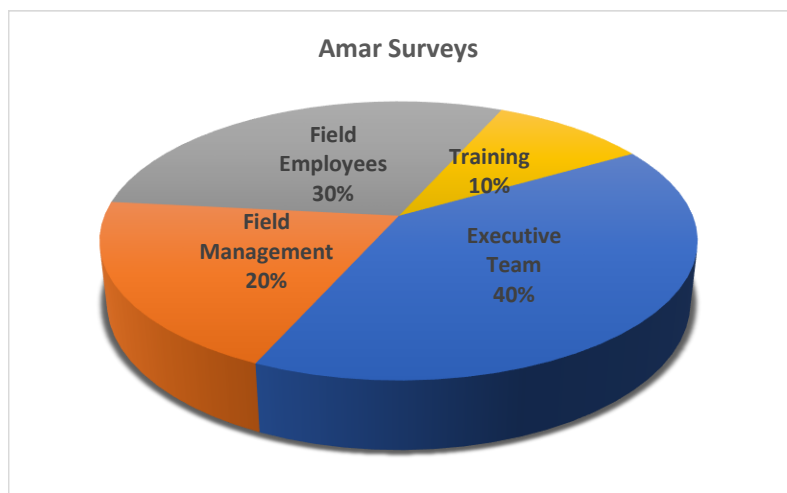
- Connecting with the Indigenous community through the NAABA Membership/Indigenous Business Associations
- Establish Indigenous relationships
- Recruit and Hire local Indigenous employees
- Understand local traditions, culture and values
- Share and deliver key goals to Summit Civils management
- Oversee cultural awareness training for all employees, upon new employee orientation.
- Build successful business relationships
- Social network within the Indigenous community

Hiring Indigenous Commitment

Amar Surveys is committed to hiring eligible and qualified First Nations, Inuit, and Métis groups. Amar Surveys will hire, in their best efforts, Indigenous members in the order of the areas listed below for Management and construction labor positions and designate certain position for mentoring and training opportunities.

- Indigenous with records located in the local area of Wood Buffalo or the area conducting business; and then within the province or territory; and then All other First Nations, Inuit and Métis.

Amar Surveys or its subcontractors are required to give special considerations to members of the groups with respect to competency and qualifications to perform the work. They must be qualified, as to ability and health, to perform the work required by the employment. Advancement will be based on performance in current position, experience, learned knowledge, and showing dedication and commitment towards the company.



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Amar Surveys Ltd.

Hiring Resources:

- Amar Surveys Human Resource Data base
- Various Local First Nations small contractors
- Utilizing local post-secondary institutions
- Post open positions on NAABA/Indigenous Business Associations
- Local Indigenous band offices
- Athabasca Tribal Council Employment Centre (ATC)
- Métis Zone local offices
- Local newspapers
- Social networking

Local Business Content

Amar Surveys ownership provides a clear understanding of the value and advantages of fostering relationships with local Indigenous companies, bands, and corporations. Amar Surveys will provide opportunities for local Indigenous businesses within the regions in which they conduct business. These relationships must be designed to benefit both Amar Surveys and their partners.

The preferred vendors and suppliers will be First Nation owned and operated business, Band Member Businesses and Joint Ventures. Amar Surveys interest is to develop long term relationships that will span several years and multiple projects rather than short term one-at-a-time projects. Amar Surveys feels the successful management and optimization of such local and Indigenous suppliers and service companies is a critical component to developing strong business relationships in the area.

Working Relationships

Amar Surveys has working relationships with local Indigenous companies, located in the Regional Municipality of Wood Buffalo. The companies will supply the following services to our projects:

- Labor
- Equipment supplies
- Safety Equipment
- Vehicle Leasing
- Transpiration
- Camp Providers
- Fuel service
- Office leasing

Key Performance Indicators

Key Performance Indicators are as Follows:

- Local Indigenous Labor on Projects
- Indigenous Management Personnel
- Hiring Workshops Attended
- High School Workshops Attended
- Workforce ready Presentations
- Indigenous Companies Subcontracted
- Indigenous Equipment Utilized
- Indigenous Vendors

A. Local Indigenous Labor on Projects

Amar Surveys on potential projects will look to hire **30% or more Local Indigenous Hire**. This is done by utilizing various methods as outlined in the Indigenous Business Policy pending on the region in which the work is being completed to ensure we involve the Local First Nations and or Métis communities in that specific region.

B. Indigenous Management Personnel

One of our main goals as Amar Surveys is to hire and retain qualified local employees as well as allow them to progress within the company into management positions. This will be done with the Amar Survey Management training program. Some examples of Key Indigenous Management personnel either hired into the role or working within the company to achieve a management role include:

- Business Development
- Crew Chief
- Surveyors
- Estimators
- Civil Engineers

C. Hiring Workshops/Trade Shows Attended

Throughout the region there are various hiring workshops put on through each of the respective First Nations communities. By attending various workshops, functions and information sessions and tradeshow will allow Amar Surveys to build the local potential database for future local employment.

D. High school Workshops Attended

Each First Nation community has a local high school in which Amar Surveys Community Development person has reached out and established contact with as well as Father Patrick Mercredi High school which is located in Fort McMurray. This is an opportunity for graduating grade 12 students can seek either summer employment and or permanent work placement with Amar Surveys at one of our many projects. This would further engage local First Nations youth to various work opportunities in the oil and gas industry in hopes of these youth furthering their education in the field or growth with Amar Surveys as they progress within the company.

E. Workforce Ready Presentations/Training and Employment Coordinators

Amar Surveys Community Development person has been in consistent communication with the Workforce Ready/Training and Employment Coordinators from the following Nations:

- a. Haisla Nation
- b. Gitga'at Nation
- c. Gitxaala Nation
- d. Kitselas First Nation
- e. Kitsumkalum First Nation
- f. Lax Kw'alaams Band
- g. Metlakatla First Nation

In response to this, our community development representative has been able to compile a list of resumes and qualified candidates.

F. Indigenous Companies Subcontracted

In the regions there are various Indigenous companies that offer various capabilities. Amar Surveys Community Development person will continue to identify each company, the services they provide and keep an ongoing data base to ensure that Amar Surveys supports Indigenous business throughout Western Canada. This will be done by attending community tradeshow and events to build relationships with the companies and peoples. In addition, Amar Surveys Community Development person will attend the various NAABA as well as local Indigenous Business Associations events to further develop relationships with the local First Nation Business in the region.

G. Indigenous Equipment Utilized

When needed on a specific task and or project, Amar Surveys has an ongoing database which specifies what local community member has equipment and or a service that may be provided when in need. This creates an ongoing relationship with local peoples with equipment and creates opportunities to both further their small business and purchase more equipment with more support from Amar Surveys.

H. Indigenous Vendors

Throughout the regions there are various Indigenous vendors that offer various services and products varying from safety supplies to heavy equipment. It will be the roll of the Community Development person of Amar Surveys to both Identify and Inventory what companies offer what services in which region. This will be done by personal connections, networking, NAABA events and data base.

I. Community Initiatives

Amar Surveys has introduced many community initiatives which in return enhances all First Nation/Metis communities throughout the Municipality of Wood Buffalo as well as new Traditional Territories in which we conduct business. The following page illustrates some of the examples the following community initiatives has been a part of since its introduction of working with CPDFN Band Member Corey Janvier (Indigenous Relations/Business Development).

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- Elected Board Member for CFAR (Circle for Indigenous Relations)
- Elected Board Member for Sekweha Youth Centre (Chipewyan Prairie Dene First Nation)
- Donations for Fort McKay Minor Hockey
- CPDFN Youth and Elder Summer Camp
- Fort McKay Day Care

