

CENOZON

Indigenous Engagement Statement

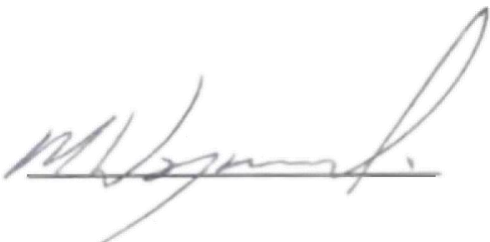
| Revision no. | Date | Description | Approved by |
|--------------|------------|-------------------|----------------|
| 1 | 2023-07-18 | Management Review | M. Woynarowich |
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Policy Statement

Cenozon recognizes and respects the rights, culture, and traditions of the Indigenous people — and their deep-rooted relationship with the land.

We regard the U.N. Declaration on the Rights of Indigenous People (in relation to the Canadian Constitution, and as dealt with by existing laws and jurisprudence) with the utmost solemnity and imbue this respect into our workplace policies. Additionally, we recognize the Truth and Reconciliation Commission's "Calls to Action," as crucial to paving a future based upon mutual understanding, compassion, and collaboration.

Cenozon strives to promote awareness in our workplace about Indigenous culture and rights, in order to further contribute to an environment of cultural competence and sensitivity. Cenozon encourages employees to engage in ongoing learning and dialogue about truth and reconciliation. We are continuously improving our efforts to empower Indigenous peoples and businesses, whether it be through engaging with Indigenous perspectives or nurturing Indigenous economic development through direct employment.



Mark Woynarowich, Director of Operations