

Surerus Pipeline Inc. and Surerus Construction & Development Ltd. (“Surerus” or the “Company”) will be a leading family-owned diversified construction company, powered by people, community, safety and quality. As the company of choice for our people and our clients, Surerus values the contributions made to local economies and improving the quality of life in communities where we live and work. We remain committed to working closely with Indigenous peoples and their communities to develop mutually beneficial relationships.



Guiding Principles

It is important and necessary to respect and understand Indigenous interests, in relation to both the impacts and opportunities derived from our activities.

- Indigenous peoples and their communities have the opportunity to benefit in cooperation with our business, through employment, economic development, education and training.
- SPI participates and supports the communities we live and work in.
- SPI respects the legal and constitutional rights of Indigenous peoples.
- SPI works together with Indigenous communities to identify impacts of company activities on the community's values and needs in order to find mutually acceptable solutions and benefits.

We will:

- Approach engagement proactively with transparency, respect and cooperative communications;
- Ensure all employees, contractors and consultants adhere to our Core Values and the Guiding Principles of the Indigenous Engagement Policy through education, direct involvement in community engagement activities and accountability;
- Foster a diverse and respectful workplace;
- Facilitate opportunities for direct community recruitment and support initiatives that could enable Indigenous peoples to meet our employment requirements;
- Actively engage Indigenous businesses in our contracting process and support Indigenous business development;
- Provide time and resources to develop and sustain positive relationships with Indigenous communities; and
- Regularly monitor, audit and review our processes for relevance and best practices.

The Indigenous Engagement Policy supports our business decisions, project planning and is a foundational pillar within the corporation. The Senior Management Team is accountable for ensuring all employees, contractors and consultants adhere to this Policy.

Every employee, contractor and consultant is responsible within his or her specific role to implement this Policy. The Executive Team fully supports this policy and shall ensure it is communicated, implemented, and reviewed annually.



Sean Surerus

President
Surerus Pipeline Inc.
Surerus Construction & Development Ltd.