

Stratos' Reconciliation Strategy

Supporting a better Canada for all



OUR VISION

A healthy planet.
Engaged communities.
A sustainable economy.

OUR MISSION

We work collaboratively with governments, business and civil society to address complex natural resource management and sustainability challenges.

OUR VALUES

Relationships Excellence
Integration Respect

OBJECTIVES

Through this Strategy, we aim to:

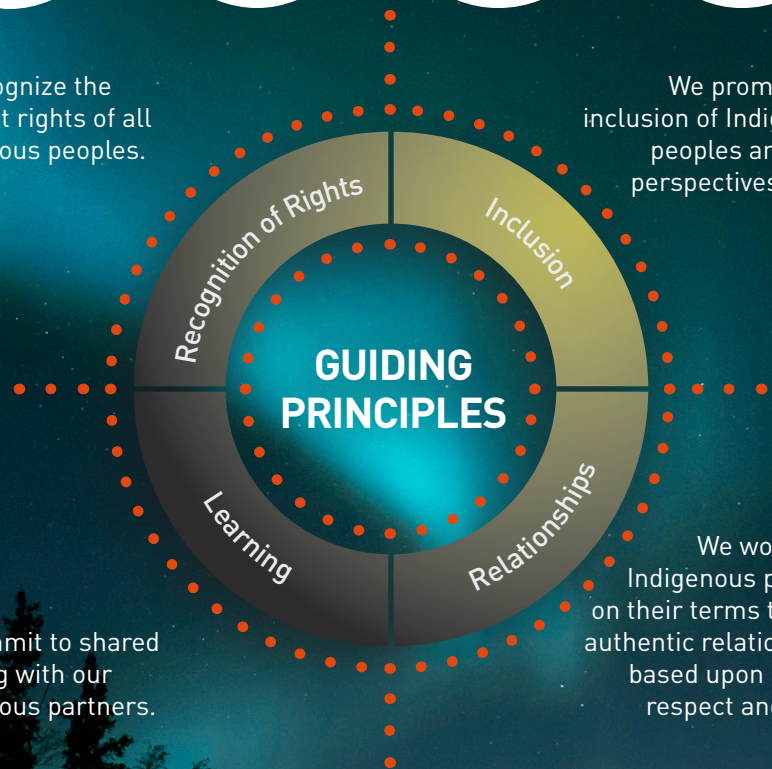
- Demonstrate our values and embrace reconciliation as an essential journey for Canada and Stratos
- Build reconciliation into the way we work and behave – both as individuals and as a company
- Lead by example through our own actions, enabling us to better support our clients as they undertake their own journeys of reconciliation
- Exercise our influence to support better outcomes for Indigenous peoples

We recognize the inherent rights of all Indigenous peoples.

We promote the inclusion of Indigenous peoples and their perspectives in our work.

We commit to shared learning with our Indigenous partners.

We work with Indigenous peoples on their terms to build authentic relationships based upon mutual respect and trust.



LEVERS

EMBEDDING IN OPERATIONS

Implement business and human resource practices that create opportunities for Indigenous people and businesses.

Year 1 Actions:

- Recruit and hire an Indigenous candidate to broaden our diversity of perspectives.
- Prioritize the selection of Indigenous suppliers.

BUILDING AWARENESS

Educate and empower our team and our partners to build meaningful relationships with Indigenous peoples.

Year 1 Actions:

- Provide all staff with skills-based training in intercultural competency and the history of Indigenous peoples.
- Increase our presence at Indigenous professional and cultural events and conferences.
- Ensure all new hires receive a basic orientation to Indigenous issues in Canada.

EXERCISING INFLUENCE

Ensure that our projects respect and support the principles of reconciliation.

Year 1 Actions:

- Encourage and challenge clients to engage Indigenous businesses in their supply chains.
- Work to systematically embed Indigenous peoples' perspectives into our projects.
- Strengthen our partnerships with Indigenous-owned firms and secure meaningful work together.