

Indigenous Relations Policy



WSP is one of the world's leading professional services firms, delivering comprehensive engineering solutions and project services that restore the natural environment and transform the built environment. We value the many unique partnerships we've been fortunate to develop with Indigenous peoples and communities across Canada – projects that have mutually improved economic opportunity, enhanced education and training and brought lasting improvement to quality of life.

WSP recognizes the value of ensuring all of our employees, as well as the contractors and consultants we hire, are aware of and adhere to our Indigenous Relations Policy. It is intended to provide a framework for the way we initiate, maintain and manage our relationships with Canada's Indigenous people.

WSP's Indigenous Relations Policy is based on the following:

Respect



WSP will respect the legal rights of Canada's Indigenous communities, along with their cultural traditions, economies, beliefs, and knowledge and uses of lands and resources.

This respect will shape the way we operate and conduct our business, as well as the way we interact with Indigenous peoples, communities, tribal councils and organizations.

Consultation and Engagement



WSP will communicate in a manner that is proactive and tailored to specific situations. When engaged in consultation and engagement activities with Canada's Indigenous peoples, we

will strive for ongoing meaningful dialogue that is open, transparent, and effective, so elected Indigenous leaders and their communities have the information they need to inform and help shape their decision-making processes. It is WSP's practice that consultation and engagement be conducted from the outset of any pursuit or project to ensure that meaningful relationships can be built and maintained.

Equity, Diversity and Participation



WSP is committed to the principle of employment equity and we recruit employees based on their qualifications, skills, and experience. This policy reflects Canada's Human Rights Legislation,

which does not discriminate either against or in favour of candidates on the basis of ethnic, religious or racial origin.

WSP will also fully support and encourage the hiring of people from local Indigenous communities where our work is being carried out. We are committed to developing strong working relationships with local Indigenous communities and to hiring their qualified, employable members wherever possible. WSP will support recruitment and development programs that enable Indigenous peoples to meet employment requirements. We value a diverse workforce and we draw team members and local partners from the local community.

Shared Benefits



WSP recognizes that Indigenous communities are interested in deriving the maximum possible benefit from development or project work on their lands, now and in the future.

We will encourage Indigenous business development by proactively working with Indigenous contractors to provide safe, reliable, and competitively priced goods and skilled services to our operations. We will also provide training and education on the technical services we provide, to ensure that Indigenous communities can leverage the opportunities at hand to the fullest extent possible.

As part of our continuous improvement efforts, WSP's senior management is consistently pursuing efforts to build a strong and resilient corporate culture. Our Indigenous Relations policy is part of that culture and has been developed and endorsed at the highest levels of our company.

Ryan Brain

President and Chief Executive Officer, WSP Canada

