



# RESPECT, SUPPORT **AND** **OPPORTUNITY**

- Respect the diversity of Indigenous cultures
- Work collaboratively with Indigenous communities to support both business and community goals
- Strive to create employment opportunities and support training to employment initiatives
- Respect the Indigenous communities' unique legal and constitutional rights
- Work with the communities to understand their history and plans for the future

For more information please visit [safetyboss.com](https://safetyboss.com)

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# INDIGENOUS RELATIONS POLICY

**PREVENT · DETECT · RESPOND**



*Safety Boss team used high angle rigs to move equipment up a hill and ensure we do not disturb the local creek or any nature in the process.*

Safety Boss conducts business nationally and internationally. Our Indigenous Relations Policy is flexible to address the diverse legal, social and economic realities of working collaboratively with the Indigenous communities.

## The following principles guide this policy:

- **Respect the diversity** of Indigenous cultures, recognize the importance of the land and cultivate relationships based on trust and respect;
- **Be committed to working with the Indigenous communities** to identify the potential impacts of our company activities on the community's values and needs to find mutually acceptable solutions and benefits;
- **Strive to create, short and long-term employment opportunities;**
- **Support local and ongoing learning opportunities** to provide a well-trained source of Indigenous employees for today and into the future and to build capacity within the Indigenous communities;
- **Respect the legal and constitutional rights** of Indigenous people and recognize that our relationships with Indigenous people are separate and different from that of the Crown;
- **Foster an understanding of the history and culture** of Indigenous people among Safety Boss' employees and contractors, to support building wholesome/strong relationships between Safety Boss and the Indigenous communities;
- **Respect the communities' traditional practices**, decision-making processes, cultural activities and languages.