



**BGIS** ➤

# Global Reconciliation Policy

### 1.0 PURPOSE

BGIS is committed to contributing to the reconciliation process with Indigenous peoples. This Global Reconciliation Policy outlines our commitment to addressing historical injustices, promoting equality, cultivating respectful relationships between Indigenous peoples and the broader societies in which they live, and integrating reconciliation principles into all aspects of our organization.

### 2.0 SCOPE

This policy applies to all Team Members of BGIS Global Integrated Solutions (BGIS) and its subsidiaries regardless of rank or position.

### 3.0 ROLES & RESPONSIBILITIES

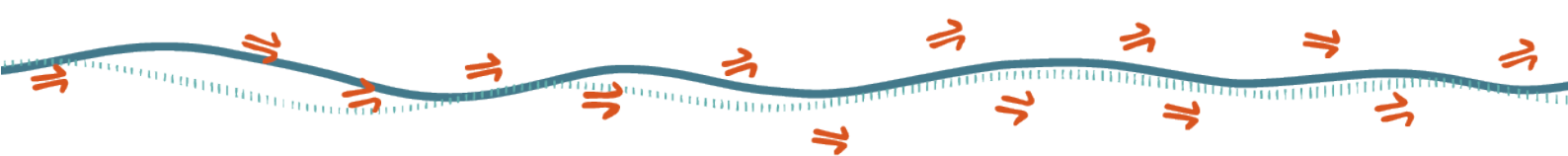
Role	Responsibilities
People & Culture (P&C)	<ul style="list-style-type: none"> <li>• Ensure new team members are made aware of this policy in the onboarding process.</li> <li>• Ensure team members are empowered to actively contribute and provide feedback to this policy.</li> <li>• Assist team members and Team Leaders in interpretation of this policy and in addressing any violation.</li> </ul>
Team Leaders	<ul style="list-style-type: none"> <li>• Responsible for promoting and upholding the principles outlined in this policy.</li> <li>• Ensure teams are educated about Indigenous history, culture, and contemporary issues, to encourage an informed and respectful working environment.</li> <li>• Ensure regular and open dialogue with Indigenous representatives to maintain a channel of communication and address concerns proactively.</li> </ul>
Team Members	<ul style="list-style-type: none"> <li>• Review and understand this policy and seek clarification from their Team Leader or People &amp; Culture.</li> <li>• Consider this policy while completing work-related duties at any time while representing BGIS.</li> <li>• Contribute to BGIS' goal of providing a safe, respectful, and inclusive workplace for all team members.</li> <li>• Support co-workers in their awareness of this policy and ensuing activities.</li> <li>• Seek opportunity for involvement and advancement of ideas and planning where able and willing.</li> </ul>

### 4.0 POLICY

At BGIS, we are dedicated to fostering a world where reconciliation is not just a commitment, but a way of life. With our headquarters in Canada and operations spanning the globe, we understand the importance of upholding the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a foundation for reconciliation.

Our Global Commitment to Reconciliation:

1. **Respect for Indigenous Rights:** We are fully committed to upholding the rights enshrined in UNDRIP, including the rights to self-determination, land, and cultural integrity. We will ensure that all our global operations respect and promote these fundamental rights.



2. **Acknowledgment of Traditional Territories:** We will consistently acknowledge the traditional territories upon which our facilities operate worldwide, paying tribute to the rich history, culture, and contributions of Indigenous peoples in those regions.
3. **Cultural Sensitivity and Awareness:** We will provide cultural sensitivity training to all our employees, contractors, and partners across the globe to promote understanding and respect for Indigenous cultures, traditions, and worldviews.
4. **Economic Empowerment:** We are dedicated to advancing economic opportunities for Indigenous communities worldwide. We will actively seek partnerships and business collaborations with Indigenous enterprises and entrepreneurs in regions where we operate.
5. **Sustainable Practices:** We will integrate sustainable practices into our global operations to minimize environmental impacts and respect the ecological knowledge of Indigenous communities, wherever applicable.
6. **Community Engagement:** We are committed to engaging with local communities, including Indigenous communities, to understand their unique needs and aspirations. Through meaningful dialogue, we aim to align our operations with their priorities and positively contribute to their well-being.
7. **Reporting and Accountability:** We will establish clear metrics and reporting mechanisms to track our progress in upholding our commitment to reconciliation and UNDRIP globally. We will regularly review our efforts and adapt our strategies as needed.
8. **Advocacy and Support:** We will actively support initiatives and organizations that promote the rights and well-being of Indigenous peoples internationally, advocating for the principles of UNDRIP.
9. **Employment Practices:** Our corporation is dedicated to fostering inclusive employment practices that uphold the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), thereby promoting a diverse and culturally enriched workforce.

Our global commitment to reconciliation and UNDRIP reflects our belief in the fundamental rights and dignity of Indigenous peoples around the world. We are dedicated to working in partnership with Indigenous communities and all stakeholders to create a more just, inclusive, and equitable global society.

By embracing reconciliation as a core value in all our international operations, we aspire to contribute to healing past injustices, building stronger relationships with Indigenous communities worldwide, and advancing the principles of UNDRIP as a path towards a more harmonious world.

Each BGIS Region will have a regional Reconciliation Policy.

## 5.0 DEFINITIONS

Word/Acronym	Definition

## 6.0 REFERENCES

Document #	Document Title

## 7.0 REVISION HISTORY

Revision #	Description of Change
0	Creation of Policy

