



**INDIGENOUS INCLUSION**

**VECTOR-CONSTRUCTION.COM**

# VECTOR INDIGENOUS INCLUSION POLICY

Vector recognizes the value of diversity that encompasses the inclusion of Indigenous peoples who live where we work and operate. Historically, North American Indigenous people have been excluded from social and economic growth in our communities. However, Vector endeavors to be at the forefront of social change in Indigenous communities and broader society.

Vector's core values, "Building Strength with Integrity" and "Doing the Right Job Right" will enable us to forge ahead and develop meaningful relationships with Indigenous peoples, based on mutual respect and a desire to achieve common goals. Vector is committed to sustainable relationships with Indigenous communities, organizations and entrepreneurs to help achieve the goals of all involved. We recognize and are committed to the recommendations provided in the *Truth Reconciliation Report*, specifically *Call to Action #92*.

To achieve our objective, Vector will govern itself by following principles:

- We recognize the legal and constitutional rights possessed by Indigenous peoples, and the importance of the relationship between Indigenous peoples and their traditional lands and resources.
- We commit to working with Indigenous communities in a manner that recognizes and respects those legal and constitutional rights and the traditional lands and resources to which they apply. We commit to ensuring our projects and operations are carried out in an environmentally responsible manner.
- We recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples in the context of existing Canadian law and the legal and constitutional obligations governments in both Canada and the United States have to protect those rights.
- We engage in forthright and sincere consultation with Indigenous peoples about Vector's projects and operations through processes that seek to achieve early and meaningful engagement so their input can help define our projects that may occur on lands traditionally occupied by Indigenous peoples.
- On lands traditionally occupied by Indigenous people, we will engage in forthright and sincere consultation to achieve early and meaningful engagement to define Indigenous involvement.

**Vector's commitment to the Indigenous community is a shared responsibility involving Vector management, employees and subcontractors. We will conduct business in a manner that reflects the above principles. We will provide ongoing leadership and resources to ensure the effective implementation of the principles including the development of strategies and specific action plans. Vector commits to periodically review this policy to ensure it remains relevant and meets changing expectations.**

***Vector understands and respects the historical legacy and cultural significance of its Indigenous employees and contractors.***

Our commitment to Indigenous peoples and their communities is a shared responsibility involving Vector's management, employees and subcontractors. We will conduct business in a manner that reflects our core principles. We will provide ongoing leadership and resources to ensure the effective implementation of the principles including the development of strategies and specific action plans.

Vector commits to periodically review this policy to ensure it remains relevant and meets changing expectations.



**VECTOR CONSTRUCTION**  
**We Save Structures™**