



# MAGNUM INDIGENOUS PEOPLES ENGAGEMENT

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## Statement of Purpose

At Magnum, we understand that our business activities affect Indigenous peoples and their traditional land. We respect and honour Indigenous peoples' unique qualities and distinct relationship to the land and environment. Through open communication, we strive to develop positive relationships that are based on trust, honesty, and integrity. Guided by our values and policies, our goal is to develop mutually beneficial business and employment opportunities with Indigenous peoples and their communities.

## Guiding Principles

- We have meaningful, open, honest, and respectful two-way communication with Indigenous peoples regarding our plans and operations.
- We acknowledge and respect Indigenous ways of being, including the knowledge carried by Indigenous peoples in respect to their culture, language, and traditional land.
- We look for opportunities to work together with Indigenous peoples and are committed to achieving mutual benefits through opportunities for training, employment, and business.
- We uphold a shared commitment to corporate social responsibility, which includes Magnum and all subsidiaries, employees, and contractors, while ensuring regulatory compliance and a business that reflects all the above guiding principles.

## Opportunity

- Equal opportunities for Indigenous peoples will be provided through training, employment or apprenticeships that will help build and sustain those individuals and their communities.
- Magnum encourages contracting opportunities to qualified Indigenous businesses, suppliers, contractors when applicable.
- Magnum encourages agreements where business opportunities are mutually beneficial to all parties involved.

## Indigenous Partners

Magnum has developed relationships with Indigenous peoples and their nations where opportunities arose throughout our operating regions. These relationships have been developed through our guiding principles and policies to provide mutually beneficial opportunities. As Magnum expands into new business areas, we are committed to continued honest and meaningful engagement in those operating areas.

Beerd Beekman  
President, Chief Executive Officer  
Magnum Cementing Services