

Montreal, April 15, 2024

Our Commitment to Indigenous Relations

Pomerleau has deployed numerous efforts and initiatives to build genuine and durable relationships with Indigenous communities and their members. It is in this spirit that the company has embarked on the Progressive Aboriginal Relations (PAR) certification process of the Canadian Council for Aboriginal Business (CCAB).

This certification evaluates and recognizes the company's practices and performance in its relations with Indigenous people, whose participation in our projects continues to grow. It sends a strong message to Indigenous communities, workforces, and businesses, as well as to our clients, that we are meaningfully and positively committed to the prosperity of Indigenous peoples.

Through our actions and initiatives arising from this process, we are committed to addressing the four pillars of the certification - leadership, employment, business development, and community relations - which are essential elements of the relationships we wish to build.

As part of the certification process, a working group has been formed, bringing together employees from various departments and regions in Canada who have experience and/or interest in working with Indigenous communities and their members, to better coordinate our actions. The working group's mission is to bring the certification process to a successful conclusion through an ongoing exercise of internal reflection aimed at improving our methods and developing new approaches.

Achieving PAR certification isn't just a mark of approval, it's a vector of positive change and a strategic investment in building meaningful business partnerships. We are convinced that the economic growth of Indigenous peoples has beneficial effects not only for their communities, but also for Canada as a whole. It's a collaborative effort requiring open-mindedness, a willingness to learn, and a commitment to continuous improvement. The PAR certification process will guide us in achieving excellence in our relations with Indigenous peoples and demonstrating our dedication to responsible business practices.



Philippe Adam
CEO

Progressive
Aboriginal
RELATIONS **COMMITTED**

Canadian Council for
Aboriginal Business 