

Memo and Policy:

## **OUR COMMITMENT TO LOCAL COMMUNITIES AND INDIGENOUS PEOPLE**

Building strong relationships with local communities and Indigenous People is rooted in Northland's values. We take pride in our global approach to establishing, building, and cultivating strong, mutually beneficial relationships to garner trust and support from local communities. This enables us to develop, construct and operate our projects while being a contributing, valued, respected and trusted partner with local and Indigenous communities.

At Northland, we are committed to working with integrity and deep respect for local communities and Indigenous People by...

- **Engaging in meaningful consultation with local and Indigenous communities, early, often and throughout the life of our projects.**

The purpose of consultation is to develop a comprehensive understanding of the local and Indigenous community perspectives on our projects. Consultation begins at the onset of development and is a continuous process throughout development, construction, operation, and decommissioning of projects. We work together to effectively incorporate local knowledge to safeguard the environment, respect local and Indigenous community sensitivities and priorities and generate mutually rewarding benefits.

- **Valuing and investing in effective programs that honour and seek to preserve local and Indigenous community heritage, culture, language, and values.**

We respect and honour the traditional lands and ways of life of our local and Indigenous communities by providing funding for locally-inspired programs as well as heritage and cultural initiatives.

- **Understanding and managing any potential impacts on local and Indigenous communities.**

We believe that it is best practice for every project to complete a Social Impact Assessment (SIA) during development. The SIA considers the community, Indigenous and social environment, which includes traditional knowledge, as-well as local perspectives, needs and opportunities for relationships within each of our projects. Northland believes in measuring the results of social interactions throughout the life of the project. The SIA should consider the complete area of influence of the project.

- **Achieving meaningful involvement with local and Indigenous communities, governments, and financial institutions in our projects.**  
Through consultation, we collaborate with, and advocate for, local and Indigenous communities to achieve meaningful involvement in our projects.
- **Encouraging local and Indigenous employment, subcontracting and material supply.**  
We work with our contractors to encourage local and Indigenous employment and supply chain opportunities.
- **Providing a local social liaison on each of our projects during all stages of the project life cycle.**  
We designate a role for an individual who is responsible for designing and implementing our social programs for local and Indigenous communities for each project.
- **Supporting programs that enhance the lives of individuals that reflect the priorities of our local and Indigenous communities.**  
We create programs that are designed to foster environmental protection, health and well-being and sustainable communities.
- **Increasing our people's understanding of Indigenous and local cultures and traditions.**  
We provide and promote educational programs and learning materials internally that raise our employees' knowledge and appreciation of the history, culture and traditions of local and Indigenous communities.

Confirmed by the Board of Directors on March 23, 2022.