

1.25 Indigenous Relations Policy

GFI Solutions is a leading supplier of access matting services. With a focus on safety, we provide innovative solutions and exceptional customer service to meet all of your matting needs. We truly value the relationships we've been fortunate to develop with Indigenous Peoples and communities. We strive to deliver projects that improve economic opportunity, employment, education, and training, and to deliver them in a socially, culturally, and environmentally responsible manner. GFI Solutions recognizes the value of ensuring all of our employees, contractors, and consultants, are aware of and adhere to our Indigenous Relations Policy. It is intended to provide a framework for the way we initiate and maintain relationships with Indigenous Peoples in Canada.

GFI Solutions' Indigenous Relations Policy is based on the following:

Consideration

GFI Solutions will consider the legal rights of Indigenous Peoples in Canada, along with their history, cultural traditions, economies, beliefs, knowledge, and uses of lands and resources. GFI also commits to providing our employees with the requisite training to gain understanding of Indigenous history, culture, and the role Indigenous Peoples play in Canada as it relates to GFI's pursuits both independently and jointly with Indigenous Peoples. GFI Solutions actively engages strategies in key operational areas including employment, business development, education, training, and sponsorships to reflect the interests of the Indigenous communities and businesses with whom we work. This consideration will shape the way we operate and conduct our business, as well as the way we interact with Indigenous Peoples, communities, tribal councils, organizations, and businesses.

Engagement

GFI Solutions will respect the communication protocols of Indigenous communities, groups, and organizations relevant to the specific situation. When engaged in consultation and engagement activities with Indigenous Peoples in Canada, we will strive for ongoing meaningful dialogue that is open, transparent, and effective, so Indigenous leaders and their communities have the information they need to inform and help shape their decision-making processes. GFI is committed to communicating openly and honestly, listening carefully, crafting mutual goals with Indigenous Peoples to build positive, long-term, and trusting relationships. It is GFI Solutions' practice that consultation and engagement be conducted from the outset of any pursuit or project to ensure that meaningful relationships can be built and maintained.

Involvement

GFI Solutions fully supports and encourages the hiring of people from local Indigenous communities where our work is being carried out and promotes fair and equitable access to employment for Indigenous Peoples. We are committed to developing strong working relationships with local Indigenous communities and to hiring qualified, employable members where possible. GFI will support recruitment and development programs that enable Indigenous Peoples to meet employment requirements. GFI is committed to building an inclusive culture that respects and maximizes the contribution of the different backgrounds our people bring to GFI for the benefit of our clients, employees, shareholders, and the wider communities. This Policy reflects Canada's *Human Rights Legislation*, which does not discriminate either against or in favour of candidates on the basis of ethnic, religious, or racial origin. GFI Solutions is proactive in developing, revising, and refining policies and procedures reflective of our core value of inclusion in consideration of Indigenous employees, consultants, contractors and business alliances.

Benefit

GFI Solutions recognizes that Indigenous communities are interested in deriving the maximum possible benefit from development or project work on their lands, now, and in the future. GFI Solutions is committed to working with Indigenous communities to provide economic benefits in projects to those communities. We will encourage Indigenous business development by proactively working with Indigenous contractors to provide safe, reliable, and competitively priced goods and skilled services to our operations. We will also provide training and education on the services we provide, to ensure that Indigenous Peoples can leverage the opportunities at hand to the fullest extent possible and can derive benefit from economic development, business opportunities and capacity-building on our projects. GFI Solutions is committed to Call to Action #92 and to Truth and Reconciliation. As part of continuous improvement efforts, GFI's Senior Management is consistently pursuing efforts to build a strong and resilient corporate culture. Our Indigenous Relations Policy is part of that culture and has been developed and endorsed at the highest levels of our company.



Cory Masse, Chief Operating Officer

Date: January 6, 2025