

# INDIGENOUS POLICY

Tolko recognizes and respects the rights and history of Indigenous Peoples and we are committed to Indigenous participation in forestry through meaningful partnerships with the Indigenous communities where we operate. We acknowledge the deep connection and knowledge that Indigenous communities have to the lands that they have stewarded since time immemorial.

We understand that the long-term success and sustainability of our operations depend on our ability to cultivate and maintain positive and respectful relationships with Indigenous communities.

Tolko's Indigenous Policy establishes the framework that guides our work with Indigenous communities across our operating area in Canada and underscores our commitment to advancing down a path of reconciliation through meaningful dialogue, engagement and partnership.

Our actions for implementing the Indigenous Policy are guided by:

- Tolko's core values;
- The United Nations Declaration on the Rights of Indigenous Peoples (within the Canadian context);
- The Truth and Reconciliation Commission's Calls to Action for Business; and
- Partnership Accreditation in Indigenous Relations Certification through the Canadian Council for Indigenous Business.

Our approach to fostering relationships with Indigenous communities is anchored to four key pillars:

## **Building Healthy Communities**

Indigenous communities benefit from our operations within their territories.

## **Increase Cultural Awareness**

Promote the importance of cultural awareness to our employees and contractors.

## **Champion Responsible Stewardship**

Incorporate Indigenous stewardship objectives into our operational activities.

## **Support Economic Participation**

Increase Indigenous participation in forestry through partnership with communities.

Through these commitments, Tolko will continue to forge a path of partnership, respect, and shared prosperity with Indigenous Peoples – reinforcing our role as a responsible and engaged corporate citizen.



Pino Pucci, President & Chief Executive Officer