

## INDIGENOUS RELATIONS POLICY

Groupe Démex-Centrem is committed across Canada to collaborate and/or partner with Indigenous communities and Indigenous businesses in proximity to its projects. Within scope of works and services, we will identify and materialize mutually beneficial opportunities creating educational, social and economic value, promoting sustainable development and a better future for Indigenous Nations.

### OUR MISSION

**Demolish the old to build the future with the greatest respect for health, safety, environment and communities and, maximize the level of demolition material upgrading/recycling, while always meeting the constraints of quality, schedule and budget.**

### OUR VALUES

- Health, safety, environment and community – «zero damage» target
- Continuous improvement – processes, procedures, costs and schedules
- Communication – respect, transparency, fairness and honesty
- Solutions – ingenuity and innovation
- Relations – diversity and inclusion without harassment or discrimination

### OUR OBJECTIVES

- Promote local Indigenous community & business employment opportunities
- Engage proactively with Indigenous communities to ensure mutual alignment of goals
- Share management, technical and HSE knowledge and knowhow
- Facilitate the development of local Indigenous communities & businesses

### OUR COMMITMENTS

- To materialize mutually beneficial local Indigenous business opportunities
- To provide management, technical and HSE training
- To participate in Indigenous cultural awareness training to learn and understand
- To be respectful, transparent, fair and honest

### IMPLEMENTATION & IMPROVEMENT

Groupe Démex-Centrem materializes its commitments by being accountable and ready to report on its current Indigenous inclusion and training performance, as well as its future projections, for each of its projects located in proximity to Indigenous communities. Reported performance serves as the basis for continuous improvement.



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**Dany Tremblay**  
President Démex



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**Yanick Tremblay**  
President Centrem