



## Indigenous Relations Policy

Exchange Income Corporation's subsidiaries operate within the treaty and traditional territories of Indigenous Peoples across Canada. In connection with these operations, our airlines have longstanding relationships with Indigenous communities across Canada's north.

We acknowledge the ongoing impacts of Canada's colonial history and commit to supporting reconciliation in Canada by recognizing the *United Nations Declaration on the Rights of Indigenous Peoples* and the Truth and Reconciliation Commission's (TRC) Calls to Action. Reconciliation begins with respect for Indigenous cultural traditions, governance structures, knowledge, land, resources and legal and treaty rights.

Consistent with these principles, we are committed to:

- Developing respectful and mutually beneficial relations with the Indigenous communities in which we operate.
- Facilitating partnerships with Indigenous organizations and businesses, including joint ventures and strategic alliances.
- Creating opportunities for the recruitment, hiring, professional development, retention and promotion of Indigenous employees.
- Establishing education and training opportunities for Indigenous Peoples.
- Engaging an Indigenous organization to provide education about the history and culture of Indigenous Peoples along with anti-Indigenous racism and cultural safety training to Exchange Income Corporation's executive team, board of directors and staff members.