



Indigenous Relations, Partnerships, & Community Development



Learning and growing from relationships with Indigenous communities is at the heart of many of our operations. Employing a workforce that is reflective of where we work and live is vital to the success and growth of our projects and relationships with partnered communities.

SUPPORTING INDIGENOUS COMMUNITIES

We recognize the critical role that Indigenous communities and peoples have in creating a prosperous Canada. In the course of our work, we engage with Indigenous communities across Canada and maintain more than 50 business partnerships that provide economic benefits, local employment, and opportunities for Indigenous businesses and suppliers.

OUR COMMITMENTS

The continued commitments by Dexterra Group toward community engagement & Indigenous relations are demonstrated in the policies, programs, and resources we have in place. This includes a corporate Indigenous Policy & Guiding Principles and dedicated Indigenous and Community Relations team lead by Vice President, Community and Indigenous Relations, who reports directly to the Chief Operating Officer.



PROGRESSIVE INDIGENOUS RELATIONS

Dexterra Group has over 30 years of experience working alongside Indigenous communities in Canada, including complex business relationships, employment and training initiatives, and community development.

In acknowledgement of our initiatives within Indigenous communities, the Canadian Council for Aboriginal Business (CCAB) has certified us as a Bronze-level Progressive Aboriginal Relations company. As part of this commitment, we continue to work to improve the economic self-reliance of Indigenous communities — making it part of our strategic planning.

Progressive
Aboriginal
RELATIONS

BRONZE
LEVEL

Canadian Council for
Aboriginal Business 



INDIGENOUS EMPLOYMENT AND PARTNERSHIPS

At Dexterra Group, we seek strategic partnerships that will provide lasting economic value and social outcomes for Indigenous communities, families, and individuals. One of our primary goals is to maximize Indigenous participation in our operations through active, meaningful, and sustained community engagement and encouraging open discussions on local impacts and opportunities.

Within our Workforce Accommodations, Forestry, and Energy Services business unit, we are one of the largest private-sector employers of Indigenous peoples in Canada with 70% of our contracts operating in partnership with Indigenous communities and businesses. We aim to maximize Indigenous participation on our projects in terms of both employment and procurement.

Working with Indigenous suppliers is embedded in our procurement policies and approach. Of the 2,700+ vendors in our supply chain, 32% are Canadian Small and Medium-Sized Businesses (SMBs) inclusive of 5% Indigenous-owned businesses, which in 2021 represented an annual spend of \$110 million. For all our contracts, we review the operational requirements and determine how we can work with SMBs and Indigenous partners to meet them.

54

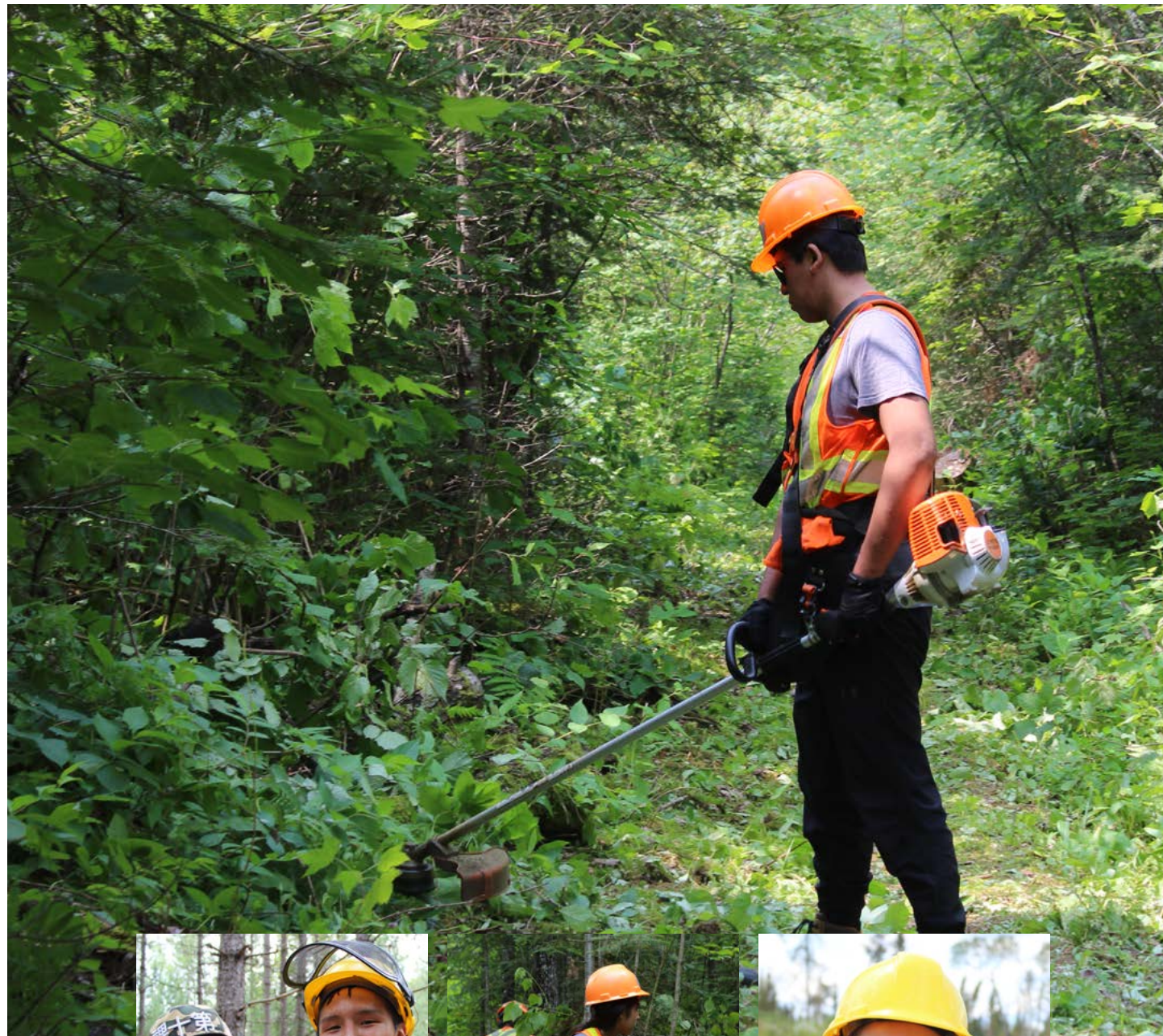
Established Indigenous
Partnerships within

65

Indigenous Groups
Across Canada



OUTLAND
YOUTH
EMPLOYMENT
PROGRAM



INDIGENOUS YOUTH EDUCATION, TRAINING & EMPLOYMENT

We have been offering education, training, and employment opportunities for Indigenous youth for over 23 years and sit on several boards and working groups to provide best practices and insights to other organizations looking to support Indigenous youth.

The Outland Youth Employment Program (OYEP) is a national network of education, training and work opportunities for Indigenous youth that includes our award winning, six-week land-based summer program. OYEP wraparound support services are available across Canada and summer-based programs are currently available in Ontario, Manitoba, Quebec, Alberta, and British Columbia. OYEP has worked towards equity and opportunity for Indigenous youth and communities since 2000.

 **117**
summer jobs
created in 2021

 **466**
high school credits
earned in 2021

 **727**
Indigenous youth trained
through OYEP since 2000

 **\$1.4 MILLION**
Annual investment towards
Skills Development & Training

In 2021, the program received the Forest Products Association of Canada Award of Excellence, which is given out to organizations that help make the Canadian forestry sector a world leader in sustainable forest management, while advancing environmental, social, and economic benefits of Made in Canada forestry.



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GROUP

We've been serving North American clients for over 75 years. The companies that began independently, and now form Dexterra Group, have an outstanding record of supporting the infrastructure and built assets that play a vital role in our society. We bring the right teams with the right skills together – offering both experience and regional expertise so companies can operate their day to day, confidently and successfully.



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