



## Aboriginal Relations Guiding Principles and Guidelines

Many of Imperial's operations and development opportunities are located within Aboriginal communities or on their traditional lands. Imperial Oil supports communities in areas where it explores, develops and operates, and strives to establish lasting relationships built on mutual trust and respect.



### Principles

Imperial conducts its business in a manner that respects the land, environment, rights and cultures of Aboriginal communities, in accordance with the laws of Canada and corporate policies and guidelines that underlie the company's commitment to ethics, equity, environment and safety.

Imperial engages Aboriginal communities and their representatives in open and forthright consultation. We seek to understand Aboriginal perspectives on issues of mutual interest and to deal constructively with differing views.

Imperial supports recruitment and development programs that enable Aboriginal people to meet the company's employment requirements and business needs.

Imperial fosters the development of Aboriginal businesses in ways that provide benefits to the company and to Aboriginal communities.

Imperial creates lasting relationships with Aboriginal communities by supporting initiatives that address community needs and are consistent with the Imperial Oil Foundation's philanthropic objectives.



## Aboriginal Relations Guidelines

### Consultation

Imperial maintains an ongoing dialogue with elected Aboriginal leaders and their designated representatives by:

- respecting the legal rights of Aboriginal people and adhering to government requirements.
- ensuring timely discussions when activities have the potential to impact the community.
- supporting the identification of specific infringements on traditional uses and rights in order to mitigate impacts.
- treating all parties fairly.
- respecting traditional practices, decision-making processes, cultural activities and language.
- coordinating with Crown consultation.

### Workforce Development

In accordance with Imperial's equal employment opportunity policy, the company's goal is to achieve a workforce that is representative of the available qualified Aboriginal peoples in the labour market. To this end, Imperial:

- develops and supports educational programs and recruiting practices that facilitate employment of qualified Aboriginal people.
- establishes internal training and development programs that enhance retention of Aboriginal employees throughout the company.
- addresses workplace barriers that may exist and that hinder Aboriginal employees from doing their jobs effectively.

### Business Development

Imperial recognizes that Aboriginal communities may be interested in maximizing the economic benefits of development on their lands. The company fosters the development of Aboriginal businesses in ways that benefit the company and the community by:

- using Aboriginal suppliers of goods and services that are competitive and meet Imperial's safety, technical and quality standards and timing needs.
- providing information and training on Imperial's procurement processes, safety standards and expectations of business conduct.
- developing local Aboriginal content plans, which address employment of Aboriginal people and the amount of work subcontracted to Aboriginal businesses, as a factor in evaluating and awarding contracts.

### Community Relations

Imperial builds lasting relationships with Aboriginal communities in areas where it explores, develops and operates by:

- working collaboratively in the design and implementation of community relations programs.
- supporting projects that meet community needs and are consistent with the Imperial Oil Foundation's objectives in the areas of education, the environment, civic and community initiatives.

