



# Indigenous Inclusion

IRWIN'S Safety has recently developed working relationships and partnerships with a variety of indigenous organizations, including several Cultural Colleges in Northern Alberta, Westbank First Nations, and Aurora College. We team up with the educational divisions of these First Nations in order to provide employment skills training. This model has provided so much success that we have more recently partnered with the Ermineskin Cree Nation to build and operate a simulated industrial training environment, which will be used to continue delivering this training on First Nations land and through First Nations trainers, to reduce the typical cultural barrier with this type of training.

Our involvement with First Nations organizations has produced benefits to our workforce as well. We have hired numerous First Nations employees as trainers and for project-based work. As the company continues to build these relationships and provide employability-based training suites to these First Nations organizations, Irwin's Safety is committed to hiring a greater number of First Nations staff in more senior positions as Emergency Response personnel, Safety Coordinators and Site Supervisors.

As a part of our partnership initiatives, Irwin's Safety is establishing protocols to work with First Nations groups on and off First Nations lands. As these agreements require nuanced understanding of the cultural uniqueness of each organization, they differ in content. More information can be provided upon request.

We are dedicated to fostering a mutually beneficial relationship with First Nations organizations, and our employees take part in cultural training to break down the traditional divide between First Nations and commercial groups. Our ongoing commitment to building lasting and equitable relationships in these communities sets us apart. We take pride in these relationships.

## Indigenous Employees and Subcontractors

IRWIN'S Safety employs a number of First Nations personnel, including rescue personnel, administrative staff, trainers, and labourers, based on project demands. Upon award of the contract, we will provide [Company.Name] with a detailed listing of Aboriginal Employees and their dedication to the project, including position, hours, and value of work completed. We look forward to employing local First Nations staff on both direct and indirect project work.