

## Okane Reconciliation Statement

Reconciliation is a journey that requires a thoughtful approach through ongoing reflection and learning while proactively addressing systemic inequities faced by Indigenous peoples. At Okane, we believe that to work respectfully with First Nations, Inuit, Métis, Aboriginal and Torres Strait Islander Peoples, our whole team needs to be aware of the collective impact that multi-generational trauma continues to have on Indigenous families and individuals. We need to learn and develop relationships that are rooted in mutual understanding and respect.

Many of us at Okane have deeply benefited from Indigenous culture through the sharing of Traditional Knowledge and its incorporation into mine closure and reclamation plans and designs. We recognize the importance of continuing this learning and are committed to taking active steps to achieve our goal of increasing collaboration with Indigenous Peoples. Okane's purpose is to Help Create a Better Tomorrow, and we believe that true partnership and collaboration with Indigenous rightsholders is a requirement to achieving our purpose.

As part of our reconciliation journey, we have committed to:

- Closing Okane's Canadian offices every year on September 30th, to observe the National Day for Truth and Reconciliation. Our team takes this day to reflect, learn, and take part in community events to honour the lives lost at residential schools and all those impacted.
- Encouraging our employees and providing resources to acknowledge the land, country and traditional territories of Indigenous Peoples at internal meetings, company-wide events, presentations and industry events, and project kick off meetings with our clients. We have implemented company-wide Indigenous Cultural awareness training and made resources available so that everyone can reflect and personalize their reconciliation journeys and land acknowledgments.
- Implementing an Indigenous Relations Policy that describes our commitment to acting on Call to Action 92 of the Truth and Reconciliation Commission of Canada (TRC) 94 Calls to Action, applying the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework, and our plans to engage with Indigenous communities, businesses, and governance organization to develop meaningful partnerships with Indigenous people.

We realize these are first steps on a long path to reconciliation, and that this path may include missteps as we continue to learn. We thank those who have and continue to share knowledge and resources with us so that we can grow and build a better future together.

With gratitude,

Okane Consultants

Five handwritten signatures in black ink are displayed horizontally. From left to right, they appear to be: a stylized signature, "Charlene Lash", a signature that looks like "M", a signature that looks like "A Chapman", and a signature that looks like "Sage".