

HASTINGS

UTILITIES CONTRACTING LTD.

INDIGENOUS POLICY

Mutual respect between HASTINGS UTILITIES CONTRACTING LTD. and Canada's Indigenous communities will achieve positive results, every time.

HASTINGS recognizes the geographic and cultural diversity of Indigenous peoples who live where we work.

Inclusion of these communities within economic activities performed by HASTINGS will prove to be mutually beneficial as it ensures that economic, cultural and environmental goals are aligned.

By Partnering with Indigenous' owned companies, such as Fisher Power Line, and IPM Integrated Project Management Inc. HASTINGS demonstrates its sincerity to pursue sustainable relationships with Indigenous communities and individuals in proximity to where HASTINGS conducts business.

- By acknowledging rights of the Indigenous peoples,
- By working with Indigenous communities respectfully adhering to their rights, their traditional lands and resources to which they hold dear,
- By committing to protect our environment
- By understanding the Federal obligations to the Indigenous communities,
- By sincere, honest and transparent consultation about projects and operations that may impact their communities,
- By ensuring Indigenous peoples benefit from HASTINGS presence through opportunities in training and education, employment, procurement, business development, and community development.

HASTINGS WILL ACHIEVE SUSTAINABLE RELATIONSHIPS.

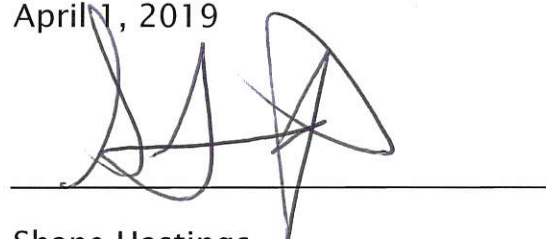
To create and sustain good relationships with the Indigenous community, HASTINGS promotes the understanding of the history and culture of Indigenous peoples among INTUS/HASTINGS's employees and contractors.

HASTINGS shares the importance of this obligation with its affiliates, contractors and employees. Our principles will be evident in how we conduct business.

These principles and beliefs will be supported and achieved on an ongoing basis through leadership and the provision of appropriate resources, including the development of specific strategic action plans.

HASTINGS commits to managing and maintaining changing expectations.

Date Issued:
April 1, 2019



Shane Hastings
President & CEO