



2000 – 10423 101 St NW,
Edmonton, Alberta
T5H 0E8 Canada
epcor.com



Canadian Council for
Aboriginal Business 

July 21, 2022

EPCOR UTILITIES INC. LEADERSHIP COMMITMENT STATEMENT

EPCOR operates near or within established or asserted Treaties and traditional lands of Indigenous Peoples in Canada and the United States. We recognize the deep connections Indigenous Peoples have to the land and water, and we respect their rights, history, culture, aspirations and diversity.

EPCOR is committed to becoming a sector leader in Indigenous relations and to creating an environment where the participation, perspectives and traditions of Indigenous Peoples are valued and respected in our business today and in the future. We are implementing a comprehensive program designed to support achieving a minimum “Committed Level” status performance under the Canadian Council for Aboriginal Business’s Progressive Aboriginal Relations certification.

EPCOR’s commitments are supported by an *Indigenous Peoples Policy*, and enabled by an Indigenous Relations Steering Committee made up of employees from across EPCOR under the guidance of an Executive sponsor.

Our commitments align with the Truth and Reconciliation Commission’s Calls to Action for Canada’s business community, as well as the four key drivers of Progressive Aboriginal Relations as outlined by the Canadian Council for Aboriginal Business.

Build Relationships: EPCOR commits to fostering and sustaining strong relationships with Indigenous Peoples based on mutual respect, trust, a willingness to listen and learn, and achieving common interests. EPCOR recognizes that it must demonstrate integrity in its conduct and actions in order to earn the respect and trust of Indigenous Peoples.

Engage Meaningfully: EPCOR seeks to engage early, meaningfully and in good-faith on projects that may impact cultural practices or lands traditionally used by Indigenous Peoples.

Value Indigenous Perspectives about Ecosystems: EPCOR is committed to preventing pollution and reducing environmental impacts, including those contributing to climate change and affecting the ecosystems in which EPCOR operates. This includes learning from Indigenous Peoples about their experiences with and knowledge of the lands, air and water and responding to opportunities and concerns of Indigenous Peoples related to the environment.

Build Internal Understanding: EPCOR commits to providing employees with skills and knowledge-based training and initiatives in intercultural understanding, relationship building and legal requirements that foster a greater understanding of the history, rights, culture and perspectives of Indigenous Peoples.

Support Indigenous Business Development: EPCOR seeks to develop mutually beneficial business relationships with Indigenous Nations, communities, and businesses where it operates. EPCOR commits to provide Indigenous businesses with equitable opportunities in procurement by developing and implementing an Indigenous procurement strategy, with input from Indigenous Peoples.

Advance Equitable Employment Opportunities: EPCOR seeks to ensure that Indigenous people have equitable access to jobs, and that our workforce reflects the Indigenous population in the regions where we operate, consistent with the company's goal to have a workforce that is reflective of the diversity of the communities we serve.

Create an Inclusive Workplace: At EPCOR, we are committed to diversity, equity and inclusion. In alignment with our Respectful Workplace Policy, EPCOR seeks to create an inclusive workplace where Indigenous employees feel accepted, supported, respected and heard; have equitable access to training and education opportunities; and where they are valued and enabled to professionally and personally succeed.

Develop Community Initiatives and Partnerships: EPCOR commits to working in partnership with Indigenous Peoples to create and realize opportunities with them in training and education, employment and community development.



Stuart Lee, CEO & President, EPCOR Utilities Inc.
