

## Parkland Canada's Commitment to Indigenous Relations

As a proud Canadian company, we understand our shared responsibility for advancing reconciliation with Indigenous Peoples. We are working to embed initiatives and practices across our business, while also ensuring our employees have the tools and resources necessary to embark on their own reconciliation journey.

Parkland remains committed to building and enhancing relationships with Indigenous Peoples on whose traditional territories we operate. We recognize the tremendous potential and benefits which can result from fostering meaningful, respectful relationships based on trust, transparency, and goals of shared economic prosperity.

We have introduced focused social investment including national multi-year academic scholarships, designated support to women's programming including bursaries for those returning to post-secondary education, and have created internships and apprenticeships to prepare participants for employment. We have built our granting programs to be responsive to the needs identified by community and invest significantly to assist Indigenous service providers and agencies with the funds and supports necessary to realize their programming aspirations.

Our work is guided in part, by Section 35 of the Canadian Constitution, the United Nations Declaration on the Rights of Indigenous Peoples, and the Truth and Reconciliation Commission and its 94 unique Calls to Action. Additionally, Parkland recently revised and updated its 2021 Indigenous Relations Strategy to better align with the goals and objectives of the Progressive Aboriginal Relations Program (PAR).

Our PAR objectives will be advanced through transparent and direct engagement with Indigenous Peoples and Nations, taking a long-term approach to relationship-building while enhancing support through investment, engagement, and capacity development. We will strive to incorporate Indigenous Peoples and Nations in our projects, delivering employment, training opportunities, and business opportunities.

We understand reconciliation is a process with no defined end point, and that our commitments must be met with definitive and measurable actions. We pledge to promote reconciliation by driving social change and addressing the systemic inequalities faced by Indigenous Peoples.

Parkland Canada's Commitment to Indigenous Relations is supported and endorsed by our Senior Leadership Team.



Bob Espey  
President & CEO, Parkland



Ian White  
President, Parkland Canada

*\*This Commitment Statement will be reviewed and revised regularly to incorporate emergent practices, and to ensure we continuously improve, learn, and grow as an organization.*