



Haliburton Forest

& WILD LIFE RESERVE LTD

Indigenous Relations Policy

Adopted: 03 July 2023

History

The Indigenous Relations Policy is being adopted effective 03 July 2023.

The policy is a component of the comprehensive policies and procedures handbook, which is typically reviewed on an annual basis.

Policy Scope

The policy applies to Haliburton Forest as well as its affiliated companies.

The policy is broad-reaching and will serve to inform the development, revision, and implementation of other policies across the business, including policies that relate to human resources, procurement, financial management, staff training, and others.

Objective

The objective of the policy is to guide our work towards achieving our commitments to Indigenous communities, individuals, and businesses, which can be summarized as:

- (a) To be informed and respectful with respect to Indigenous history, challenges, and opportunities; and,
- (b) To cultivate meaningful and mutually beneficial relationships with Indigenous communities, individuals, and businesses within our operating regions.

The commitment and this policy align with the Progressive Indigenous Relations Program, in which Haliburton Forest enrolled in early-2023.

Definitions

Businesses (Indigenous) – Enterprises or organizations that are primarily owned or operated by Indigenous individuals; these may or may not have an affiliation with a relevant organization such as the Canadian Council for Indigenous Business.

Communities (Indigenous) – Established groups of Indigenous individuals with a common history or identity; these may be centered around a physical location (e.g. Curve Lake First Nation) or be based on an affiliation (e.g. Metis Nation of Ontario).

Indigenous – First Nations, Inuit, and Metis in Canada; in the context of the policy, Indigenous is intended to be synonymous with Aboriginal.

Individual (Indigenous) – Individuals who identify as Indigenous.

Haliburton Forest – Haliburton Forest & Wild Life Reserve Ltd, Huntsville Forest Products, Almaguin Forest Products, Neuman Forest Products, and Haliburton Forest Biochar.

Status Indian – Indigenous individuals who are registered under the Indian Act on the Indian Register, which is maintained by Indigenous & Northern Affairs Canada, or who can provide a “lineage letter” from a recognized community upon request.

Traditional Territory – A geographic area that is traditionally occupied, managed, or relied upon by an Indigenous community.

Treaty Lands – A geographic area that is addressed through the negotiations and execution of treaties with Indigenous communities.

Working Group

Haliburton Forest will maintain a Working Group that is focused on Indigenous relations and related initiatives. The inaugural Working Group was created in early-2023, aligning with Haliburton Forest’s enrollment in the Progressive Aboriginal Relations Program.

The Working Group will include representation from the business pillars that comprise Haliburton Forest, being Tourism & Recreation, Forest Products, Forest Management, and Finance & Administration.

The Working Group will be the primary authority and focal point for the development and implementation of work plans, priorities, and initiatives, as well as dispute resolution procedures as required, that relate to Indigenous communities, individuals, and businesses.

Certain functions may be delegated by the Working Group to other staff or entities within Haliburton Forest.

The Working Group will meet on a quarterly basis.

Acknowledgement

Representatives of Haliburton Forest will deliver an acknowledgement prior to beginning events or presentations that are both (1) formal in nature and (2) directed towards the general public.

These statements may be modified from time to time, in order to reflect location of the relevant Haliburton Forest operation relative to traditional territory or treaty lands, context, and recent developments with respect to Indigenous communities.

Standard acknowledgements for the standard operations of Haliburton Forest are provided in the appendix to the policy.

Leadership Actions

The management team of Haliburton Forest will be informed and respectful with respect to Indigenous history, challenges, and opportunities. This means pursuing educational opportunities that provide relevant background and context.

The management team will be engaged in the work toward achieving our commitments. This means being familiar with, and incorporating, the principles of the policy as well as the recommendations of the Working Group in their regular duties, such as operational planning, performance reviews, and purchasing.

Employee Engagement

Employees of Haliburton Forest will be informed and respectful with respect to Indigenous history, challenges, and opportunities. This means participating in educational opportunities that provide relevant background and context.

To facilitate employee engagement with Indigenous relations, Haliburton Forest will make relevant resources available to its employees. This may include educational sessions, facilitated training, and site visits, among other resources.

The recruitment of new employees will take into consideration the accessibility of employment opportunities to Indigenous applicants as well as the equivalency of qualifications that may be held by Indigenous applicants.

Community Relations

Haliburton Forest will engage Indigenous communities or individuals in a timely, respectful, and productive context, and incorporate their feedback or objectives into our forest management as well as operations management practices.

The nature of such engagement will reflect the nature of the program of work. Some programs of work may require formal consultation that follows the preferred procedures of the relevant community. Other programs of work may require informal engagement and discussion. As it is not possible to provide a comprehensive guideline in this policy, the context of the program of work, and therefore the nature of such engagement, will be contemplated by the Working Group on a case-by-case basis.

A network of representative Indigenous communities or individuals will be maintained and invited to provide input when developing or revising policies such as this policy and other relevant policies that may be developed in the future.

During engagement of any kind, Haliburton Forest will generally prioritize engaging with the Indigenous communities or individuals in whose traditional territory Haliburton Forest is completing a program of work.

Business Development

Procurement, contracting, and program delivery functions will be performed in a manner that facilitates mutually beneficial inclusion of Indigenous products and services. All else being equal, this means prioritizing business opportunities with Indigenous vendors.

The greatest potential for such business development is expected to be logging operations, forestry services, and gatewood procurement within the Forest Products operations as well as program delivery within the Tourism & Recreation operations.

Land Use

Haliburton Forest has not yet developed specific guidelines with respect to resource revenue sharing, the exercising of Section 35 rights, and related land use matters as they relate to the lands and resources being managed by Haliburton Forest.

To clarify Haliburton Forest's policy on this subject, the Working Group will develop and maintain an Indigenous Land Use Guideline that is available to its employees as well as Indigenous individuals, businesses, and communities.

The first draft of such an Indigenous Land Use Guideline will be put into effect by 31 December 2023, and will be updated from time to time thereafter as needed.

Identification

Haliburton Forest will generally not require evidence of being a member of an Indigenous community, having Indigenous heritage, or being a Status Indian from individuals that identify as Indigenous.

However, special circumstances may require Haliburton Forest, in a respectful and culturally appropriate manner, to request documentation or references, such as a lineage letter from the relevant Indigenous community. These circumstances may include certain land use activities or culturally sensitive programs.

[END]

Appendix A – Standard Acknowledgements

Land acknowledgements are to be delivered prior to beginning events or presentations that are (1) formal in nature and (2) directed towards the general public.

These statements may be modified by the speaker, in order to reflect the specific location or context of the event or presentation at which it is being delivered.

The “rule of thumb” for delivering these land acknowledgements is to first acknowledge the First Nation upon whose traditional territory one is speaking, then to address the treaty relevant to that area.

Following that, one may speak to the history, values, contributions, and presence of the relevant First Nation today. It is also appropriate to speak to how contemporary activities engage with or pay respects to the First Nation upon whose traditional territory one is speaking.

Above all, the intent is to be sincere, meaningful, and respectful of the history, traditions, and contributions of the First Nations in the areas in which we work.

The standard land acknowledgements for the operations of Haliburton Forest are provided on the following page(s).

| Operation | Location | Acknowledgement |
|--|-------------|--|
| Haliburton Forest & Wild Life Reserve Ltd. | Haliburton | We respectfully acknowledge that Haliburton Forest is in the traditional territory of the Anishinaabe; some of its communities and nations are collectively known as the Williams Treaty First Nations. These First Nations and many others have been stewards of these lands since time immemorial. We seek to honour their historical and ongoing connection to the land by acknowledging their stewardship, engaging their communities, and learning from their members, while fulfilling our commitment to sustainable forest management. |
| Haliburton Forest Biochar | | |
| Huntsville Forest Products | Huntsville | We respectfully acknowledge that Huntsville Forest Products is in the traditional territory of the Anishinaabe; some of its communities and nations are collectively known as the Williams Treaty First Nations. These First Nations and many others have been stewards of these lands since time immemorial. We seek to honour their historical and ongoing connection to the land by acknowledging their stewardship, engaging their communities, and learning from their members, while fulfilling our commitment to sustainable forest management. |
| Almaguin Forest Products | South River | We respectfully acknowledge that Almaguin Forest Products is in the traditional territory of the Anishinaabe; some of its communities and nations are party to the Williams Treaty and the Robinson Huron Treaty. These First Nations and many others have been stewards of these lands since time immemorial. We seek to honour their historical and ongoing connection to the land by |

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| | | acknowledging their stewardship, engaging their communities, and learning from their members, while fulfilling our commitment to sustainable forest management. |
| Neuman Forest Products | Palmer Rapids | We respectfully acknowledge that Neuman Forest Products is in the traditional territory of the Anishinaabe, including the Algonquins of Ontario, who are party to the Memorandum of Understanding signed in 2016. These First Nations and others have been stewards of these lands since time immemorial. We seek to honour their historical and ongoing connection to the land by acknowledging their stewardship, engaging their communities, and learning from their members, while fulfilling our commitment to sustainable forest management. |
| Timmins Forest | Timmins | We respectfully acknowledge that Timmins Forest is in the traditional territory of the Anishinaabe, including Mattagami, Flying Post, and Matachewan First Nations, among others, who are party to the James Bay Treaty. These First Nations and others have been stewards of these lands since time immemorial. We seek to honour their historical and ongoing connection to the land by acknowledging their stewardship, engaging their communities, and learning from their members, while fulfilling our commitment to sustainable forest management. |