



Haliburton Forest

& WILD LIFE RESERVE LTD

Our Commitment to Progressive Indigenous Relations

15 October 2024

Haliburton Forest is responsible for the stewardship of over 250,000 acres of private timberland in central Ontario, the operation of five forest resource processing facilities, harvesting activities on Crown as well as private timberlands, and the implementation of a wide variety of experiential, outdoor tourism operations that involve thousands of community stakeholders.

Our organization strives to achieve our mission to earn our social license, implement our land ethic, and operate in a profitable manner. With this in mind, we have accomplished much over the years, and we pride ourselves as being a leader in sustainable forest management in Ontario.

However, to achieve our mission in the future, it is imperative that we make progress with respect to our knowledge of, and relationships with, Indigenous communities, individuals, and businesses. We view this as an exciting opportunity to improve our company, our sector, and our communities.

Haliburton Forest is committed to being informed and respectful with respect to Indigenous history, challenges, and opportunities, and to cultivating meaningful and mutually beneficial relationships with Indigenous communities, individuals, and businesses within our operating regions.

The achievement of this commitment will occur in several phases. We intend to work towards achievement through our participation in the Partnership Accreditation in Indigenous Relations program. We recognize that this commitment represents a journey rather than a specific destination and that progress will take significant time and effort.

Going forward, we intend to measure our success towards the achievement of this commitment in the context of four operational pillars, which are described in preliminary terms below:

Leadership Actions

Our management team are informed and respectful with respect to Indigenous history, challenges, and opportunities, and leaders are actively engaged in the work toward achieving our commitments.

Employee Engagement

Our employees are informed and respectful with respect to Indigenous history, challenges, and opportunities, and our employment practices are conducive to the hiring and retention of Indigenous employees.

Community Relations

Indigenous stakeholders are engaged in a timely, respectful, and productive context, with feedback incorporated into our forest and business management practices.

Business Development

Procurement, contracting, and program delivery are managed in a manner that facilitates mutually beneficial inclusion of Indigenous products and service providers.

For clarity, references in this document to Indigenous are intended to include First Nations, Inuit, and Metis in Canada. Furthermore, this commitment is being made by Haliburton Forest on behalf of itself and its affiliates, which operate in Palmer Rapids, Haliburton, Huntsville, South River, and Timmins, among other communities from time to time.

We welcome feedback and comments from all stakeholders in these communities as well as others as we work towards the achievement of our commitment.

A handwritten signature in black ink, appearing to read "Malcolm Cockwell". The signature is fluid and cursive, written in a professional style.

Malcolm Cockwell, RPF
Managing Director

