



**Gilbert Smith Forest Products Ltd.**

## **Indigenous Policy**

Gilbert Smith Forest Products Ltd. recognizes and respects Indigenous Peoples' inherent rights, traditional knowledge, and history, particularly those of nations within whose traditional territories we operate.

We are committed to working with Indigenous peoples to build an innovative and sustainable future through building positive relationships in all aspects of our business.

We recognize the United Nations Declaration on the Rights of Indigenous Peoples, in the Canadian context, and commit to the Truth and Reconciliation Commission's calls to action for business.

We are committed to:

- Enhancing cultural awareness with our employees and contractors;
- Developing and growing positive relationships with Indigenous communities;
- Engaging in meaningful dialogue and responding promptly to Indigenous peoples' inquiries and concerns;
- Respecting traditional forest-related knowledge and managing ecosystem resilience;
- Creating successful business relationships through partnerships with Indigenous-owned businesses;
- Meaningful employment, training and education opportunities for Indigenous peoples;
- Being an employer of choice through diversity and inclusion;

February 22, 2023

Greg Smith  
President