



Alliance Head Office
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FIRST NATIONS AND MÉTIS COMMUNITY PARTNERSHIPS AND PROJECT ENGAGEMENT POLICY

The founding First Nations, Métis community and industry partners, in consultation with Elders and leadership in each of these partner communities, have chosen “*Great Bear*” and the logo depicted above to represent the operational name and brand for the Great Bear Alliance.

Great Bear is a common services alliance founded with 10 construction and oil and gasfield service and supply companies and 14 First Nations and Métis community partners across Alberta, Saskatchewan and British Columbia.

What differentiates Great Bear is the commitment that each of the industry partners has made to environmental and social responsibility and leadership in their respective core competency areas. This includes – first and foremost – **a commitment to ensuring that Aboriginal communities within or near primary areas of project activity are fully aware and engaged participants and – most importantly – receive fair and equal opportunity to benefit from project-related activity as full members and partners in the Alliance.**

The leaders and Elders we talked to told us that the image of the “*white bear on the land*” symbolizes “*strength, trust and a shared vision of protecting the land, water and air,*” together with “*responsible and harmonious industry development which truly benefits Aboriginal peoples and communities.*”

Clearly, these types of statements reflect the fundamental values and goals of the 10 founding industry and 14 First Nations and Métis community partners.



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While the Great Bear name and logo are widely seen as embracing our collective passion and commitment to this shared vision of what the Great Bear Alliance can and should accomplish, this vision is further embodied in the Alliance's *Core Principles of Partnership, Respect and Mutual Benefits*.

Core Principles of Partnership, Respect and Mutual Benefits

All Alliance partners fully embrace and subscribe to the following Core Principles:

- Great Bear** recognizes that much of the ongoing natural resource development and related service and supply activity across Western Canada will be constructed, operated and maintained within and across First Nations Traditional Territories (TLU areas), and on lands that have deep historic and cultural significance to Aboriginal peoples.
- Great Bear** values and respects the history, uniqueness and diversity of Canada's First Nations and Métis peoples. We have the utmost respect for the traditional ways and lands, heritage sites, the environment, and recognition of Aboriginal-based legal and constitutional rights.
- Great Bear's First Nations and Métis Community Partnerships and Project Engagement Policy** is designed to ensure that Aboriginal communities within and near our primary areas of activity are fully aware and engaged participants and – most importantly – receive fair and equal opportunity to benefit from project-related activity.
- Great Bear's** founding discussions and dialogue with First Nations and Métis community partners demonstrated the important community sustainability inter-relationships, as reflected in the *Building Blocks of Sustainable Aboriginal Communities* diagram which appears on the next page.
- We fully recognize that long term community sustainability in First Nations and Métis communities depends on the ability to maintain a healthy balance and harmony between the social and cultural, environmental, economic, and governance-related elements which strongly influence sustainability at the community level.



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- We also recognize that if we are proactive in our approach to Aboriginal engagement and participation, we can positively influence many of these key sustainability drivers, benefiting our Aboriginal partners and also contributing to pro-competitive and highly-successful project delivery.

Building Blocks of Sustainable Aboriginal Communities



- **Great Bear** is committed to pursuing mutually-agreed-upon project activity within a strong framework of respectful, collaborative and cooperative partnerships – with our First Nations and Métis neighbours, with potential Aboriginal vendors, suppliers and workers, and with other regional stakeholders.



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- The input, views and perspectives of our Aboriginal partners and neighbours will continue to be sought in the lead up to bid submission/contract award, through project development, construction and for any related operational activities of the Alliance.

- In this regard, **Great Bear** has established an **Aboriginal Advisory Committee** – with representation from key First Nations and Métis community partners, together with senior industry partner members – to help guide and refine the proactive, results-focused strategy for Aboriginal engagement and participation to which we are committed.

- Once again, our approach will be a proactive and pro-competitive one, where **Great Bear** is committed to actively seeking out Aboriginal partners at all levels to help provide input into project planning, development and, ultimately, how best to achieve and optimize Aboriginal engagement and participation.

- Great Bear** aims to create opportunities that are aligned with the aspirations of the Aboriginal communities in which it has either established formal community partnerships, or is pursuing vendor- or job-related partnerships with Aboriginal businesses, contractors or related joint venture partners. These priority opportunity areas will include:
 - 1) Creating early awareness of project-specific business/employment opportunities.
 - 2) Promoting and facilitating Aboriginal business/contractor opportunities.
 - 3) Helping to proactively develop and nurture Aboriginal business capabilities.
 - 4) Offering advance skills development training and mentoring.
 - 5) Supporting education, apprentice and scholarship programs.
 - 6) Supporting community capacity-building initiatives (e.g., TLU-based revenue sharing, community investments, or other capacity-building initiatives which may be agreed to).



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- The **Aboriginal Advisory Committee** will be specifically mandated to help guide, refine and advise the **Great Bear Alliance Board** in developing and adding to this list of priority opportunity areas.
 - Our overriding goal will be to identify best practices approaches and operational strategies that effectively and efficiently engage Aboriginal interests, while maintaining a highly-competitive value proposition for our client base.
- We see the tremendous synergies and mutual benefits of working closely with local and regional First Nations and Métis communities and business interests, and in fully engaging and utilizing the available, highly-motivated Aboriginal workforce found within our partner communities.
- Great Bear's First Nations and Métis Community Partnerships and Project Engagement Policy** is founded on the principles that opportunities must be earned and that truly meaningful partnerships – and ongoing opportunities to provide input – should be integrated into the overall project management and delivery structure right up front.
- While this policy will continue to evolve in the months ahead, guided by the input of the **Aboriginal Advisory Committee**, it will remain grounded in the Core Principles of mutual respect, trust, full financial transparency and accountability, and fairness.
- For the **Great Bear partners**, these principles reflect the core values by which we will continue to pursue all of our current and future Aboriginal relationship and partnerships.

Signed by all members of the New West Opportunities Partnership, June 1, 2016.



Founding Industry Partner