



ABORIGINAL RELATIONS POLICY

DCM believes in building strong long-term relationships with the aboriginal communities based on mutual respect and economic opportunity. We recognize there is a valuable pool of potential employees, subcontractors or joint venture partners within Native people. Therefore, we are confident that our dedication to building these relationships will contribute to our business success while fostering strong, healthy and vibrant communities.

Consequently, we commit to:

- Respect the treaty and aboriginal rights of First Nations, Métis and Inuit people of Canada, as recognized and affirmed in the Constitution Act (1982);
- Recognizing and respecting the unique cultural and historical characteristics and connections to the land that aboriginal people possess;
- Build and maintain sustainable, long-term relationships with Native people, based on mutual respect and common interest;
- Understanding that Aboriginal persons may have shared or overlapping interests in their traditional territories;
- Recognizing the need to minimize environmental impacts by providing construction and maintenance services in a socially responsible manner;
- Favor the growth of Native workforce through training and on the job mentoring while maintaining high standards for selection of employees;
- Promote the growth of Aboriginal businesses while selecting companies showing best practices and high standards in their operations;
- Engage Aboriginal people in culturally appropriate ways as we build, operate and maintain our local facilities. We seek constructive consultative processes, open, transparent communications, and innovative, mutually-beneficial working arrangements.

A handwritten signature in blue ink, appearing to read 'Serge Tousignant', written over a horizontal line.

Serge Tousignant, President

2014-06-17

Date