





780•962•6559 

www.crosscountrycanada.ca 

MAILING: Box 3366 Spruce Grove, AB T7X 3A7 

PHYSICAL: 361 Saskatchewan Ave, Spruce Grove, AB T7X 0G6 

Indigenous Policy

Cross Country Canada Supplies & Rentals (CCCSR) acknowledges that we conduct our work in the Traditional territories and within unceded lands of the First Nations, Metis, Inuit and Indigenous communities in Alberta, British Columbia, Saskatchewan, Manitoba, Yukon and Northwest Territories. CCCSR respects the history, languages and culture of the First Nations, Metis, Inuit and Indigenous communities. Our Relationships and Partnerships foster responsible business activity that provides meaningful inclusion and respects the history, languages and culture of the First Nations, Metis, Inuit and Indigenous communities. CCCSR recognizes the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the role it plays as it guides our approach and forms our shared responsibility involving the employees and contractors.

Vision

Cross Country Canada Supplies and Rentals aspires to be the industry leader for Indigenous inclusion by developing strong relationships and partnerships that provide economic prosperity, social well-being, and respect for the people and land where we work. We recognize that our operations are often located in the traditional territories of Indigenous communities, and we believe that responsible business activity involves meaningful inclusion and deep respect of their cultures and values.


Commitment


Cross Country Canada Supplies and Rentals is committed to First Nation, Métis, Inuit and Indigenous communities. We believe that investing in Indigenous communities leads to our success, their success, and to the success of Canada. Through cooperation and partnerships with First Nations, Metis, Inuit and Indigenous communities, CCCSR is committed to developing strategies and practices that will:

- Support and promote education, training programs, employment, and procurement opportunities with positive impacts and more career options for future generations of Indigenous peoples and communities.
- Invest in initiatives for Indigenous economic development to facilitate increased business participation and meaningful partnerships in the industry; and
- Prepare our workplace with people that respect the diversity of Indigenous cultures, the importance of their heritage, and recognition that Indigenous peoples are the original and continuing stewards of their Traditional Territories.

These commitments guide our business decisions as we work to meet Cross Country Canada's obligation to our shareholders, and to the public.



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Values

Cross Country Canada Supplies and Rentals views the involvement of First Nations, Metis, Inuit and Indigenous people and their communities as a mandatory part of our day-to-day operations and the future of sustainable Canadian economy. We are honoured to work together on the traditional territories that are affected by our operations, and it is important that the communities can benefit from our experience and success in the industry. CCCSR fosters capacity development of these communities through opportunities such as training, employment, and procurement.

Guiding Principles: Integrity, Respect, Community, Teamwork

Cross Country Canada Supplies and Rentals employees and subcontractors work to build long-term and mutually beneficial business relationships with First Nations, Metis, Inuit and Indigenous communities and businesses in accordance with the following guiding principles:

- Commitment to open and honest communication with Indigenous communities.
- Respect for the diverse and unique cultures, protocols, interests, and priorities of First Nations, Metis, Inuit and Indigenous communities as well as treaty, aboriginal and Indigenous rights.
- Understand that First Nations may have shared and/or overlapping interests in their traditional territories.
- Maintenance of the highest standard for work health and safety; and
- When Cross Country Canada is involved in projects, the company will use this as an opportunity to learn about, respect, and incorporate traditional uses of land into our plans.

Indigenous Policy Implementation


The guiding principles are implemented through a framework comprised of three key areas of focus, including economic development, training and employment:

- **Economic Development**


Cross Country Canada Supplies and Rentals economic development efforts focus on developing strong relationships with Indigenous communities and businesses. These relationships lead to communication of opportunities for the benefit of both groups, including opportunities for individuals in the Indigenous community to work with Cross Country Canada and to understand how they can provide support to Cross Country Canada. Subcontractors are encouraged to adopt similar relationships when working with Cross Country Canada Supplies and Rentals.

Cross Country Canada Supplies and Rentals supports the development and growth of businesses that are owned or operated by First Nations or Indigenous entrepreneurs by matching opportunities to skills and resources and by ensuring that these businesses are aware of all potential contract opportunities. In areas where ongoing work exists, CCCSR will explore options to engage in ongoing business contracts which provide secure longer-term work to local Indigenous firms.



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- **Training & Employment**

Cross Country Canada Supplies and Rentals continually assesses work requirements, identifies the needed skills and competencies, and determines available training options. If and as required, CCCSR will work with training providers to deliver training initiatives that will provide long-term benefit to the company and/or industry sector.

Cross Country Canada Supplies and Rentals strongly adheres to the Canadian Human Rights Act in their hiring, retention, and promotion activities and encourages applications from individuals with diverse backgrounds. CCCSR fosters working environments that have no barriers to entry or advancement for Indigenous peoples.