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Doxbond Indigenous Peoples Policy

Doxbond recognizes the diversity of Indigenous Peoples who live where we work and operate. Doxbond recognizes the importance of reconciliation between Indigenous communities and broader society. Positive relationships with Indigenous Peoples, based on mutual respect and focused on achieving common goals, will create constructive outcomes for Indigenous communities and for Doxbond.

Doxbond commits to pursuing sustainable relationships with Indigenous groups in proximity to where Doxbond conducts business. To achieve this, Doxbond will govern itself by the following principles:

- We recognize the importance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- We would engage in forthright and sincere consultation with Indigenous Peoples about Doxbond's projects and operations through processes that seek to achieve early and meaningful engagement so their input can help define our projects that may occur on lands traditionally used by Indigenous Peoples.
- We commit to working with Indigenous Peoples to achieve benefits for them resulting from Doxbond's projects and operations.

This commitment is a shared responsibility involving Doxbond and its affiliates, employees and contractors, and we will conduct business in a manner that reflects the above principles.

Doxbond commits to periodically reviewing this policy to ensure it remains relevant and meets changing expectations.