
TACEL'S TRUTH & RECONCILIATION POLICY

Important Note: This is a supplemental document created as an Opportunity for Improvement (OFI) after the certification audit of Tacel's Quality Management System (ISO 9001:2015). It is to be used in conjunction with Tacel's Employee Handbook until the time of next printing where it will then be inserted as an additional policy in the Employee Handbook.

Intent

The Canadian government has been taking steps to meaningfully address its long history of colonization, neglect and forced assimilation of Indigenous peoples. These steps are due in large part to the activities of the Truth and Reconciliation Commission of Canada.

The aim of our Policy is to commit to a framework that will:

- Focus on Cultural Competency through education and training.
- Strengthen relations by acknowledging the damage caused by Residential Schools.
- Further strengthen relations by acknowledging the damage caused by loss of land & culture.
- Improve employment opportunities to those with an Indigenous background.
- Communicate these initiatives internally and externally.

Scope

This policy and associated procedures apply to all Board Members and Employees of the company.

Policy

Tacel recognizes that Indigenous Peoples hold a unique legal and constitutional position in Canada. This unique position is recognized by our understanding of the need for a specific policy "above and beyond" any others that we have adopted related to Access, Equity and Diversity.

Tacel Ltd. commits to the following principles and practices:

- As a company, we will recognize and acknowledge the importance of Canada's Indigenous Peoples to this Country we call Canada.
- As a company, we will recognize the damage caused by Residential Schools, the loss of land and the loss of culture.
- As a company, we will ensure education and training to ensure Cultural Competency for all Board Members and Employees.
- As a company, we will work to improve awareness of employment opportunities for those with an Indigenous background, both within our company and our industry.
- Where possible, we will work with suppliers that hold these same principles.
- This policy will be communicated to all employees, contractors and other stakeholders, as well as being made available to the general public.
- This policy will be reviewed annually to ensure that it is being followed. Opportunities for improvement will be identified at that time.

Responsibility and Review

The Truth & Reconciliation Policy is the responsibility of the Management of Tacel. This policy was created October 2023 and will be reviewed annually.