

Phoenix Energy Services Indigenous Relations Policy

Phoenix Energy Services (Phoenix) recognizes and acknowledges the important role that Indigenous peoples play in the Canadian energy sector. As a responsible energy services company, we are committed to building and maintaining positive relationships with Indigenous communities and to respecting their rights, values, and traditions. Our goal is to create mutually beneficial partnerships that provide economic opportunities and respect the rights of Indigenous peoples.

Policy Statement:

Respect for Indigenous rights and interests

Phoenix recognizes and respects the rights and interests of Indigenous peoples, as recognized and protected by Canadian law. This includes, but is not limited to, the right to self-determination, the right to free, prior and informed consent, and the right to consultation and accommodation. We will comply with all applicable laws, regulations, and policies related to Indigenous rights and interests, including the United Nations Declaration on the Rights of Indigenous Peoples.

Consultation and engagement

Phoenix is committed to meaningful consultation and engagement with Indigenous peoples, as required by law, in order to fully understand their perspectives, interests and concerns related to our activities. This includes early and ongoing engagement with Indigenous communities and other relevant stakeholders throughout the life cycle of our projects and operations. We will work collaboratively with Indigenous communities to identify and address potential impacts and to find mutually beneficial solutions.

Economic opportunities

Phoenix is committed to providing economic opportunities for Indigenous peoples through employment, contracting and business opportunities. We will work to identify opportunities for Indigenous communities to participate in and benefit from our projects and operations. This may include opportunities for Indigenous-owned businesses to provide goods and services to our projects and operations, as well as training and capacity building programs.

Protection of cultural and environmental heritage

Phoenix recognizes the importance of preserving and protecting Indigenous cultural and environmental heritage. We will take all reasonable steps to ensure that our activities do not negatively impact Indigenous cultural or environmental heritage and will work to identify opportunities to preserve and protect these important resources. This may include cultural heritage assessments and the development of mitigation measures to minimize any potential impacts.

Building relationships

Phoenix is committed to building and maintaining positive relationships with Indigenous communities. This includes a commitment to open and transparent communication and a willingness to listen to and respect the perspectives of Indigenous peoples. We will work to understand and respect the unique cultural and social characteristics of each Indigenous community and to build trust and mutual respect.

