

# Indigenous People

FOCUS AREA	MANAGEMENT SYSTEMS
<b>Consultation &amp; Agreement</b>	<ul style="list-style-type: none"><li>• Business units, assets or projects identify indigenous groups for consultation on company activities that may impact them. Participatory methods of engagement are sought wherever possible including capacity building of indigenous communities to engage in a participatory manner.</li><li>• Business units, assets or projects have plans in place to meet governmental requirements regarding consultation or formal agreement with indigenous communities, including recognized community leaders.</li><li>• Business units, assets or projects conduct pre-engagement analyses to understand indigenous communities in areas of our activities, including their culture, decision-making structures, and methods of communication.</li><li>• Business units, assets or projects develop plans that support culturally respectful consultation and engagement.</li><li>• Indigenous communities are involved in the design of engagement and consultation.</li><li>• Where governmental frameworks or requirements do not exist or are not clear as to requirements of companies to engage, consult or enter into formal agreements with indigenous communities, the company has put in place mechanisms for understanding indigenous group dynamics, traditional land use and preferences for engagement and consultation.</li></ul>
<b>Land Use Issues</b>	<ul style="list-style-type: none"><li>• Business units, assets or projects have identified indigenous groups that may have a traditional claim to land where the company operates.</li><li>• Engagement and consultation plans address land claims or issues where appropriate.</li><li>• Business units, assets or projects are prepared to address indigenous community concerns where appropriate, including making adjustments to plans in order to avoid interference with local livelihoods and traditional land use. Where appropriate, consultation with indigenous communities is conducted to determine what mitigation efforts will be most effective.</li></ul>
<b>Relocation</b>	<ul style="list-style-type: none"><li>• If there is relocation related to company activities, roles and responsibilities of the government and the company are understood.</li><li>• Should the company decide to move forward with a project or activity for which the government requires relocation, business units, assets or projects would meet related legal and regulatory requirements including consultation, agreement and/or compensation. Where applicable, these plans would consider non-financial impacts (e.g., cultural heritage of indigenous communities).</li></ul>
<b>Economic Development</b>	<ul style="list-style-type: none"><li>• Business units, assets or projects identify opportunities to support economic development opportunities consistent with indigenous communities' culture and community development plans.</li></ul>
<b>Environmental Conservation</b>	<ul style="list-style-type: none"><li>• Business units, assets or projects carry out staff awareness raising efforts related to the value of natural resources to indigenous communities.</li><li>• Business unit, asset or project plans include assessment of environmental impacts, and mitigation plans to offset or address environmental impacts affecting indigenous communities.</li><li>• The company provides support for conservation initiatives.</li></ul>
<b>Cultural Heritage</b>	<ul style="list-style-type: none"><li>• Business units, assets or projects understand the impacts of activities on cultural heritage. Mitigation measures are identified and implemented as appropriate.</li><li>• Company personnel involved in indigenous relations receive cultural heritage awareness training.</li><li>• Business units, assets or projects provide support for cultural heritage programs or projects as appropriate consistent with social investment plans.</li></ul>