



## **INDIGENOUS COMMITMENT STATEMENT**

Badger Infrastructure Solutions is the largest provider of non-destructive excavating and related services in North America. For over 30 years, we have been innovating cutting-edge technology – like the Badger Hydrovac™ – and serving a diverse customer base across a broad range of infrastructure industry segments including energy, industrial, construction, telecommunications, transportation, and more.

### **Acknowledgement + Respect**

Badger understands that we operate within Treaty Lands and Traditional Territories of Indigenous People and acknowledges the legal, constitutional, Aboriginal, and Treaty Rights of Indigenous People in Canada.

- We will embed into our business practices the principles, spirit, and intent of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission Calls to Action.
- We recognize the importance of Indigenous Peoples' connection to the land and acknowledge their traditional land use and sacred areas. We seek to understand these uses and their cultural importance as well as mitigate impacts through leading environmental practices.
- We will respect the differences between Indigenous groups across Canada and their unique cultural values.

### **Building Relationships + Shared Benefits**

Badger is committed to growing and maintaining long-term relationships based on mutual trust and shared values to enhance economic and capacity-building opportunities that strengthen Indigenous autonomy and benefit community members.

- We are dedicated to working with Indigenous groups to grow socio-economic opportunities to achieve shared goals and believe that, together, we will be stronger and more successful.

- We will maintain open dialogue, regular communications, and accountability to commitments and agreements to excel together with our Indigenous partners.
- We will actively promote inclusion of Indigenous People in procurement opportunities and in our workforce, by proactively identifying, hiring, developing, and retaining Indigenous employees.