



ABORIGINAL AND COMMUNITY RELATIONS

Our mission is to foster long-term, mutually beneficial business relationships with Aboriginal peoples and the local communities in which Divestco operates. Divestco recognizes that there are multiple users of the land base on which we operate and we will strive to enhance our reputation for fairness and accommodation. Divestco will accomplish this by applying sound business principles delivered with honesty, trust and best intentions.

Aboriginal Relations

Divestco's Aboriginal and Community Relations Program will initiate, build on and maintain positive and progressive relations in the Aboriginal community and local communities by:

- a) Ensuring that there is always continuous communication between Divestco, the Aboriginal people, local communities and the land and stakeholders in the land bases on which we operate;
- b) Ensuring that affected Aboriginal communities and local communities are contacted in a timely manner when Divestco's activities affect those communities;
- c) Ensuring that any Aboriginal communities, local communities, landowners and stakeholders that might be affected by our activities are provided with the information necessary to enhance meaningful discussion;
- d) Respecting cultural and individual differences;
- e) Respecting the environment;
- f) Operating with the utmost regard for health and safety.

Employment Opportunities

Divestco recognizes that it is good business to hire local and Aboriginal people, suppliers and services. Divestco will maintain an open door policy towards the hiring of local and aboriginal personnel and contractors.

Divestco bases its business decisions on sound principles such as competitiveness, quality, value and safety. Divestco will work with Aboriginal communities, businesses, and individuals to ensure they are given fair opportunity for contracts and services. Where reasonable this will include education and training.

Divestco will encourage its contractors to draw upon the local labour force in Aboriginal and local communities for employment and contracting opportunities.

Business Opportunities

Divestco is committed to working with Aboriginal communities in developing their capacity to participate and benefit from business opportunities derived from Divestco's operations.

Divestco will be an equal opportunity employer and operator and as such will encourage Aboriginal and local participation in its operations by including both qualified Aboriginal and non-Aboriginal businesses on Request For Tender lists for work on and off Reserve or Settlement lands.

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