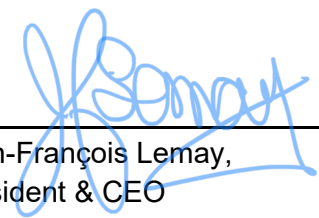


INUIT RELATIONS POLICY

DAWCO and its member companies believe in building strong, lasting relationships with the Inuit communities based on mutual respect and economic development. We recognize there is a valuable pool of potential employees, subcontractors and/or joint venture partners within the Inuit community. We are confident that our commitment to building these relationships will not only contribute to the success of our business but will also promote strong, prosperous and vibrant communities.

We are committed to:

- Recognizing the unique legal and constitutional rights of Inuit peoples, as recognized and affirmed in the Constitution Act (1982).
- Recognizing and respecting the unique cultural and historical characteristics and connections to the land that Inuit people possess.
- Building and maintaining sustainable, lasting relationships with Inuit people, based on mutual respect and common interest.
- Recognizing the need to minimize environmental impacts by providing construction and maintenance services in a socially responsible manner.
- Contributing to the growth of the Inuit workforce through training and on-the-job mentoring while maintaining a high standard of employee selection.
- Stimulating the growth of Inuit businesses by choosing companies identified as having best practices and high operation standards.
- Building, operating and maintaining our facilities in a culturally appropriate manner for the Inuit people in addition to seeking constructive consulting processes, open and transparent communications, and innovative and mutually-beneficial working arrangements.

A handwritten signature in blue ink, appearing to read "J. Lemay", is written over a horizontal line.

Jean-François Lemay,
President & CEO
Dawco construction enterprise

2022-07-21

Date