

ReconciliACTION Plan (RAP)

Engineering a better future for our planet and its people



We design and deliver complex projects on the built and natural environments all around the world. We believe that digitally enabled engineering has the power to radically improve the way we are all housed, connected, powered, and protected and can change our relationship with our communities and our planet for the better.

“Operating responsibly as an organization is at the heart of living up to our purpose: to engineer a better future for our planet and its people. One of the ways we demonstrate this commitment is by continuing to evolve and strengthen our Indigenous Relations strategy in Canada, from my signing of AtkinsRéalis’ Commitment to Indigenous Peoples in 2020, to the launch of our RAP in 2023. This Plan will continue to inform the important work being undertaken to support Indigenous communities nationwide for years to come.”

- IAN L. EDWARDS, PRESIDENT AND CHIEF EXECUTIVE OFFICER, ATKINSRÉALIS

Acknowledgement

We acknowledge the Indigenous Peoples of all the lands that we are on today. We acknowledge the importance of the lands, which we each call home. We do this to reaffirm our commitment and responsibility in improving relationships between nations and to improving our understanding of local Indigenous peoples and their cultures. From coast to coast, we acknowledge the ancestral and unceded territories of all First Nations, Inuit, and Métis peoples that call this land home.

Indigenous Relations

AtkinsRéalis is committed to establishing and maintaining mutually respectful and meaningful relationships between Indigenous communities, our clients and our company.

Consistent with that approach, AtkinsRéalis is committed to increased collaboration with communities and partnering with Indigenous businesses for the benefit of all parties.

Our Journey

AtkinsRéalis has developed a meaningful and comprehensive approach to the Partnership Accreditation in Indigenous Relations (PAIR) program, holding a bronze certification. Through its Indigenous Relations program, AtkinsRéalis is accomplishing significant initiatives:

- Indigenous E3; a special purpose limited partnership formed between AtkinsRéalis and Indigenous Community and Engagement (ICE), to deliver projects that support Indigenous advancement and long-term prosperity. ICE is a leading firm in Indigenous stakeholder engagement.
- Being independently certified as a procurement champion from Indigenous-owned business in Canada, by the Canadian Council for Indigenous Business.
- Signing a teaming agreement with Anishinabek-owned construction company Shwe Miikaan to pursue future work on expanding Highway 69 in Ontario.
- Supporting the success of the next generation of Indigenous youth with ongoing annual funding of multiple academic bursaries and scholarships.

- Delivering engineering projects on which we've collaboratively engaged with Indigenous communities.
- Requiring all Canada-based AtkinsRéalis employees to enroll in comprehensive training to improve awareness and understanding of Indigenous history and communities.

"I was very honoured to participate in the unveiling of our inaugural ReconciliACTION Plan (RAP). The launch took place in our Vancouver office, situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations. Joined by drummers and the Coastal Wolf Pack, a traditional Salish song and dance group, we were enriched with songs, dances, and stories. Our comprehensive plan outlines Company actions from now until 2030, spanning procurement, recruitment, employee education, bidding, project delivery, partnerships, philanthropy, and more. Gratitude to all our colleagues company-wide for their proactive steps in ReconciliACTION."

JAMES CULLENS, CHIEF HUMAN RESOURCES OFFICER, ATKINSRÉALIS

In October 2023, AtkinsRéalis unveiled its inaugural ReconciliACTION Plan, guiding AtkinsRéalis' Indigenous Relations strategy in Canada going forward.

PILLAR 1

INCLUDE

Aligned to TRC Call to Action #92

Ensure equitable access to jobs, training, and education opportunities, and that Indigenous communities gain long-term sustainable benefits from economic development projects.

PILLAR 2

SUPPORT

Aligned to TRC Call to Action #92

Provide education on Indigenous history & training in intercultural competency, conflict resolution, human rights, and anti-racism.

PILLAR 3

EMPOWER

Aligned to TRC Call to Action #92

Commit to meaningful consultation, respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.



PILLAR 1 | INCLUDE

Aligned to TRC Call to Action #92

Ensure equitable access to jobs, training, and education opportunities, and that Indigenous communities gain long-term sustainable benefits from economic development projects.

GOAL 1

Equitable, Inclusive & Sustainable Workplace

▪ 1.1 - Remove Biases & Barriers

Review AtkinsRéalis' Policies and Processes to ensure alignment with RAP

▪ 1.2 - Indigenous Wellbeing

Increase access to Indigenous-focused wellness support

▪ 1.3 - Increase Indigenous Perspectives & Voices

Proactively curate Indigenous spaces and targeted training to ensure sustainable inclusion

GOAL 2

Recruitment, Advancement & Retention

▪ 2.1 - Learn from our Indigenous Partners

Acknowledge that Indigenous professionals, communities, and organizations know what is needed to be successful

▪ 2.2 - Respectful Recruitment & Hiring of Indigenous Peoples

Ensure Indigenous candidates feel valued and supported through the application and recruitment processes

▪ 2.3 - Retain & Advance Indigenous Personnel

Enable Indigenous professionals to grow their career with AtkinsRéalis



From left to right: Dominic Tremblay, Ruby Littlechild, Antonella Tomaro, Olga Garcia



James Cullens (white shirt), AtkinsRéalis

PILLAR 2 | SUPPORT

Aligned to TRC Call to Action #92

Provide education on Indigenous history & training in intercultural competency, conflict resolution, human rights, and anti-racism.

GOAL 3

Leadership Actions

▪ 3.1 - Collaborative Leadership

Ensure Indigenous perspective and inclusion continues to shape AtkinsRéalis' Reconciliation and Indigenous Engagement Efforts

▪ 3.2 - Representation

Increase Indigenous representation at and respectful AtkinsRéalis representation in Indigenous-led spaces

▪ 3.3 - Taking Accountability

Communicate AtkinsRéalis' Reconciliation strategy publicly

GOAL 4

Education & Awareness

▪ 4.1 - Supporting Indigenous Education

Holistically invest in the education and futures of Indigenous Peoples

▪ 4.2 - Commitment to Continual Learning

Continue to provide opportunities for Indigenous-led learning and foster an inclusive environment through education

PILLAR 3 | EMPOWER

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Commit to meaningful consultation, respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.

GOAL 5

Engage, Partner & Sponsor

▪ 5.1 - Respectful Engagement

Increase the frequency of outreach to Indigenous communities, organizations and businesses, while observing and following appropriate protocols

▪ 5.2 - Purposeful Partnerships

Develop partnerships based on mutual respect, trust, and which are specifically working towards a common objective

▪ 5.3 - Holistic Sponsorship

Acknowledge that Indigenous communities, organizations, and businesses know what support is needed to advance Reconciliation

GOAL 6

Economic Empowerment

▪ 6.1 - Increase Indigenous Contracting

Increase the number of qualified Indigenous suppliers and dollars spent with Indigenous businesses

▪ 6.2 - Explore Partnership Opportunities

Increase our effort to support Indigenous entrepreneurs through formal partnerships or inclusion on bid package



"As an Indigenous Procurement Champion, AtkinsRéalis is demonstrating its leadership and commitment to Indigenous business by joining CCIB's Supply Change™ program. Supply Change™ is an unprecedented approach to enhancing Indigenous procurement outcomes in Canada."

TABATHA BULL, PRESIDENT & CEO, CANADIAN COUNCIL FOR INDIGENOUS BUSINESS

CALL TO ACTIONS

PILLAR 1 | INCLUDE

01

Update AtkinsRéalis' Policies, Programs, and Processes to support the RAP in Canada

02

Sponsor the creation of an Indigenous Employee Resource Group through the ED&I committee

03

Revise benefits to include Indigenous practices: days of significance, bereavement, volunteer hours for employees to participate in Indigenous events

04

Indigenous Elder-led sessions and Indigenous Health wellness workshops

05

Include Indigenous health services & spiritual well-being within the Employee Benefit Program as an option at no cost

06

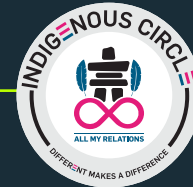
Training on Indigenous Business Protocols and Concepts for groups

07

Acknowledge and appropriately participate in Indigenous Days of Significance

08

Increase the prominence and frequency of Indigenous artwork in workplace common areas



As directed by our RAP, AtkinsRéalis has launched a dedicated Indigenous Employee Resource Group, the Indigenous Circle, as an inclusive community for Indigenous employees and their allies to share information, educate and collaborate on improving Indigenous Relations at AtkinsRéalis and across Canada.

Our commitment to Indigenous Peoples, Truth, Reconciliation, and breaking the cycles can only succeed when we lift the voices of First Nations, Metis and Inuit people and foster safe and vibrant communities in closing the infrastructure gap. The group coordinated Indigenous Speakers for all Canadian employees to recognize and celebrate the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit, and Métis peoples.



Ruby Littlechild and Don Parkinson, AtkinsRéalis



Ken Letander' painting

09

Establish relationships with Indigenous Communities close to AtkinsRéalis' offices and projects in order to increase likelihood of business wins/engagement to improve local delivery

10

Annual survey feedback from Indigenous employees, clients and partners on all Indigenous efforts including Partnership Accreditation in Indigenous Relations program and RAP

11

HR partners have training in Indigenous cultural awareness, unconscious bias, and trauma-informed engagement principles, strategies, and practices to minimize potential negative impacts to Indigenous communities and employees

12

Engage and partner with Indigenous communities, organizations, and businesses to support and collaborate on mutually beneficial initiatives, specifically outside of formal job fair events

13

Accommodate requests for modified interview processes (virtual interviews)

14

Establish Indigenous-focused reciprocal mentorship opportunities for Indigenous employees

15

Increase the scope of job posting through Indigenous talent partners and recruiters

16

Provide financial support for continuing education and training for Indigenous professionals

17

Support leaves of absence for traditional land use, spiritual, or cultural practices



Carl Marcotte, Ruby Littlechild, Gary Rose, Sean Conway, Sarah John, AtkinsRéalis

PILLAR 2 | SUPPORT

18

Create an Indigenous Advisory Committee from across Canada to support transparent reporting of RAP progress

19

Apply to the Canadian Council for Indigenous Businesses (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) assessment process

20

Increase number of Indigenous Engagement professionals to enhance AtkinsRéalis' ability to collaborate with Indigenous groups

21

Set headcount target to increase Indigenous employee representation in Canadian business unit sectors, and broaden the scope of their representation across functions and seniority by 2030

22

Increase AtkinsRéalis' participation in Indigenous-led events, conferences, and community events

23

Ensure a copy of the ReconciliACTION Plan is published internally and externally

24

Establish, align, and track internal KPIs to measure the year over year success or areas of improvement for the plan

25

Publish an annual report summarizing the successes, lessons learned, and continual improvements made

26

Continue to offer internships, employment and mentorship programs specifically to attract Indigenous applicants

27

Partner with Indigenous communities, organizations, and businesses that provide education, training, and opportunities for Indigenous youth, in STEM

28

Regularly facilitate and host cultural events and Indigenous speakers to provide innovative and engaging learning sessions to expand the knowledge of our leadership team and team members both in a virtual and through in-person platforms

29

Provide opportunities for members to participate in Indigenous-led education workshops, cultural events, and engage with Indigenous stakeholders to further enhance trainings in cultural awareness, culture protocol, unconscious bias, and trauma-informed engagement

30

Broaden Indigenous partnerships, support and engagement efforts to reflect AtkinsRéalis' profile and footprint across Canada

"E3"

stands for **Earth, Environment and Engineering**, which aligns with many priorities of Indigenous communities and fits well the company's service offerings.

Let's get in touch!



info@indigenouse3.com

"Our ReconciliACTION plan will now formalize the structure of direction, governance, and funding that we have brought to such projects as our Indigenous E3 partnership and the co-operation agreement with Shwe Miikaan. It will enable us to systemically embed the principles of Reconciliation into our relationships with communities in Canada."

STÉPHANIE VAILLANCOURT, PRESIDENT, CANADA, ATKINSRÉALIS

PILLAR 3 | EMPOWER

31

Provide opportunities for AtkinsRéalis employees to volunteer, attend, and participate in Indigenous-led events and learning opportunities

32

Follow land acknowledgment protocols as guided by local Indigenous partners

33

Ensure transparent reporting and collaborative governance is established for each partnership

34

Explore providing pro-bono or in-lieu services to support community initiatives (i.e. discount rates for services to Indigenous companies to build capacity Interdiv+, lunch & learns)

35

Support Indigenous-led initiatives that contribute to the increased and sustained prosperity of Indigenous communities, organizations and peoples

36

Commit to reoccurring funding for national, regional, and local Indigenous communities and organizations through a transparent application and approvals process

37

Increase spend with Indigenous businesses

38

Provide training, capability building, and development guidance to potential Indigenous business partners

39

Increase participation with Indigenous organizations that focus on procurement

40

Maintain an active directory of Indigenous contractors for consideration on opportunities

41

Increase the number of Indigenous suppliers qualified with AtkinsRéalis

42

Establish Indigenous spend targets for projects and year to year services

43

Partner with Indigenous businesses with the intent to develop and grow their capacity

44

Explore potential partnerships with Indigenous entrepreneurs under various governance models

45

Identify opportunities to collaborate with clients and local Indigenous communities through investment or joint venture opportunities



Employees of Candu Energy, an AtkinsRéalis company



Patrick Hunter



Clint Williams



Ken Letander

ARTIST BIOS FOR THIS REPORT

Patrick Hunter

Patrick Hunter is a two-spirit, Ojibwe painter, graphic designer and award winning entrepreneur from Red Lake, Ontario. Patrick paints what he sees through a spiritual lens—inspired by his homeland, surrounded by the original works of Woodland painter Norval Morrisseau throughout his community.

Clint Williams

Born of the Gitxsan (K'san) Nation, Clint Williams is a practitioner of the painting, ceramic, and wood carving of the Northwest Coastal tradition. He began his career with a four-year program at the K'San Art School in the 1990s and went on to teach art at the Gitsugukla Elementary School. Clint celebrates his Indigenous history and traditional spiritual beliefs through his skilled use of freehand painting and cultural motifs.

Ken Letander

Ken Letander is an Ojibway (Indigenous) artist from Manitoba, Canada's Treaty Two area. Ken is an internationally recognized artist, and his art has been featured in Canada, Australia, New Zealand, and Germany.

ATKINSRÉALIS' COMMITMENT TO INDIGENOUS PEOPLES

OUR PRINCIPLES

Aligned with AtkinsRéalis corporate vision and values, we honour Indigenous rights and culture, and require respectful and fair dealing with Indigenous communities, businesses, entities and community members in all business activities conducted by our employees, legal entities, partnerships (including Joint Ventures) and operations within Canada.

OUR COMMITMENTS

AtkinsRéalis is committed to establishing and maintaining mutually respectful and meaningful relationships between Indigenous communities, our clients and our company. Consistent with that approach, AtkinsRéalis is committed to increased collaboration with communities and partnering with indigenous businesses for the benefit of all parties.

Guided by the Constitution of Canada, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the recommendations of Canada's Truth and Reconciliation Commission as a framework, we are committed to taking ongoing positive and concrete steps towards reconciliation.



Ian L. Edwards
President and Chief Executive Officer
July 24, 2020



Our global workforce of over 39,000
speaks over 70 languages and represents
130 nationalities across six continents.

These differences are one of our greatest strengths – and key
to understanding the needs of our clients worldwide.

atkinsrealis.com

