



ReconciliACTION Plan

Vision

Our vision is to foster strong, sustainable, and respectful relationships that help engineer a better future through our commitment to reconciliation and meaningful engagement with Indigenous Peoples, communities, clients, and partners. By honouring Indigenous rights, cultures, priorities, and connections to the lands where we work, we strive to create a future grounded in respect, partnership, and shared success.

Originally launched in 2023, our ReconciliACTION Plan (RAP) guides our actions and commitments to advance reconciliation through 2030.

Mission

Our mission is to be recognized as a collaborative leader in reconciliation and economic empowerment of Indigenous Peoples by continuing to increase Indigenous representation across our business, providing transparent and frequent opportunities for Indigenous Peoples and communities to engage with us, supporting Indigenous-led initiatives, and committing to ongoing education about our shared histories, contemporary barriers, and a shared vision for the future.

Our progress since 2023

4000+
Indigenous organizations in our extended supplier network

\$11M+
Indigenous procurement spend (2023-2025)

30
Focused actions across 3 pillars and 9 objectives

Pillar 1 Include

Embed Indigenous perspectives and participation across AtkinsRéalis by fostering inclusive workplaces where Indigenous employees are represented, supported, and empowered to succeed.

Goal 1.1

Increase Representation and Participation

Goal 1.2

Build Welcoming and Inclusive Workplaces

Goal 1.3

Ensure Leadership Accountability and Transparency

Pillar 2 Support

Develop capacity and meaningful participation by supporting Indigenous employees through career development, mentorship, wellness, and inclusive workplace practices.

Goal 2.1

Ensure Equitable Access to Meaningful Work and Development Opportunities

Goal 2.2

Support Indigenous Career Development and Advancement

Goal 2.3

Strengthen Retention Through Wellness, Flexibility and Recognition of Cultural Practices

Pillar 3 Empower

Collaborate with Indigenous businesses and communities to advance economic reconciliation through procurement, partnerships, and investments in future generations.

Goal 3.1

Strengthen Indigenous Supplier Relationships and Ensure Inclusion in Procurement Objectives

Goal 3.2

Grow Indigenous Partnerships Reflecting Our National Footprint

Goal 3.3

Invest in Indigenous Youth, Education, and STEM Pathways