

Indigenous Support Policy

1. INTRODUCTION

Conversify is committed to promoting diversity, inclusion, and social responsibility. This indigenous support policy outlines our commitment to supporting Indigenous communities and fostering meaningful relationships with Indigenous peoples, respecting their unique cultures, histories, and traditions. We acknowledge the importance of reconciliation and the role we play in contributing to the well-being and prosperity of Indigenous communities.

2. OBJECTIVES

The primary objectives of the Indigenous Support Policy are as follows:

- a) Cultural Respect and Understanding: We will work to enhance cultural awareness and understanding among our employees, stakeholders, and partners, recognizing the diversity and contributions of Indigenous peoples.
- b) Economic Empowerment: We aim to create economic opportunities for Indigenous individuals and businesses, promoting fair and inclusive practices in our procurement processes
- c) Community Engagement: We will actively engage with Indigenous communities, seeking their input and participation in decisions that may affect their interests.
- d) Education and Employment: We will support educational initiatives and employment opportunities for Indigenous youth and individuals, striving for a more inclusive and diverse workforce.

3. CULTURAL AWARENESS AND SENSITIVITY TRAINING

All employees, contractors, and stakeholders will receive cultural awareness and sensitivity training to promote a respectful and inclusive environment.

4. PROCUREMENT AND BUSINESS PRACTICES

- a) Preference for Indigenous Suppliers: Whenever possible, we will give preference to Indigenous-owned businesses and suppliers in our procurement processes, provided they meet the required quality, pricing, and delivery standards.
- b) Capacity Building: We will support Indigenous suppliers by providing assistance, mentorship, and capacity- building initiatives to enhance their competitiveness and sustainability.

5. COMMUNITY ENGAGEMENT

a) Consultation and Collaboration: When undertaking projects or initiatives that may affect Indigenous communities, we will engage in meaningful consultation and collaboration with the affected communities to ensure their concerns and perspectives are considered.

b) Partnerships and Investments: We will explore opportunities for partnerships and investments in Indigenous-led ventures and community development projects that align with our values and objectives.

6. EMPLOYMENT AND EDUCATION

a) Recruitment and Retention: We will actively promote employment opportunities among Indigenous communities and implement strategies to attract, retain, and support Indigenous talent within our organization.

b) Scholarships and Training Programs: We will establish scholarships and training programs to support Indigenous individuals pursuing education and career development in fields relevant to our industry.

7. REPORTING AND ACCOUNTABILITY

Regular reporting and assessment of our Indigenous Support Policy's progress and outcomes will be conducted to ensure transparency and accountability. We will review and update the policy periodically to reflect changing needs and priorities.

8. RECOGNITION AND CELEBRATION

We will celebrate and recognize Indigenous cultures, achievements, and contributions through events, initiatives, and activities that promote cultural exchange and understanding.

9. CONCLUSION

This Indigenous Support Policy reflects our commitment to making a positive impact on Indigenous communities and fostering a more inclusive society. By working together with Indigenous peoples and other stakeholders, we can contribute to reconciliation, social equity, and sustainable development.

Conversify pledges to uphold and implement this policy with dedication and sincerity, ensuring that Indigenous Support remains an integral part of our values and business practices.