

# First Peoples Engagement Statement for North America

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Hatch's relationships with First Nation, Métis, Inuit and Native Americans are based on the values of honesty, respect and transparency. At Hatch, we understand that our ability to deliver successful projects on behalf of our clients is enhanced by our knowledge and understanding of the histories, cultures, protocols, values, aspirations, and governments of First Peoples across North America.

## Our Commitments

- We engage openly, honestly, and in a sustained manner with First Peoples.
- We build long-term and mutually beneficial relationships with First Peoples.
- We promote opportunities, both internally and also with our clients, for First Peoples engagement and participation.

## Our Goals

- Strive to attract and retain First Peoples employees at all levels of our organization.
- Provide tools and strategies to enhance access to educational opportunities for First Peoples communities where we operate.

- Identify areas for meaningful and targeted community investment.
- Support the development and success of First Peoples businesses.
- Work with clients and partners towards building socioeconomic capacity in First Peoples communities.
- Encourage awareness and understanding of First Peoples cultures, values, and histories in our workforce.
- Regularly review our projects and business practices to promote opportunities for First Peoples engagement and participation, and to capture feedback to strive for continuous improvement.

## Responsibility and Accountability

Responsibility and accountability for First Peoples engagement begins with the CEO and senior leaders. We will encourage our employees to learn about and understand the traditions, values, and aspirations of First Peoples.



John Bianchini  
Chief Executive Officer  
September 13, 2013

