

Indigenous Relations Policy

Purpose:

This Policy is intended to set out a framework to guide Secure Energy Services Inc. (“SECURE” or the “Corporation”) in our Indigenous relations work.

Scope:

The commitments outlined in this Policy are shared by all SECURE officers, employees, consultants, contractors, and directors.

Commitment and Policy Statement:

SECURE acknowledges the unique rights and interests of Indigenous peoples who live where we operate. Our objective is to build lasting, mutually beneficial relationships through active engagement with a focus on respect and inclusion.

SECURE understands that Indigenous communities have a distinct relationship with the land and require a balance of impacts and benefits associated with economic development. We strive to promote and facilitate responsible energy development, land reclamation and remediation. Our goal is to encourage participation of Indigenous communities in such efforts through collaboration and transparent communication, beginning with early engagement and continuing through the full operational life cycle.

SECURE is committed to Doing Midstream Differently and we recognize that strong relationships with Indigenous communities offer a competitive advantage. We align our Indigenous relations work with the following principles:

Respectful Engagement

SECURE focuses on courteous and respectful behaviour throughout all stages of project consultation, development, and operations in keeping with our value to *treat others the way they want to be treated*. We commit to conducting timely and meaningful engagement and consultation with Indigenous communities so their input can be incorporated into the development of projects within the traditional territory of Indigenous communities. We strive to minimize negative impacts associated with our operations, invest in the community and work with local businesses to create mutual value. We commit to working collaboratively to address any concerns identified during engagement with Indigenous communities.

Economic Inclusion

SECURE endeavours to provide opportunities for Indigenous communities to realize economic prosperity from our projects and operations. We strive to provide employment and business opportunities to qualified Indigenous employees and businesses in the communities where we operate, and to increase capacity through on-the-job training and by awarding work of increasing complexity and scope over time.

SECURE has a formalized framework intended to further guide our efforts to assist in development of capacity within Indigenous communities and to encourage increasing participation in our business. The framework is built on three pillars:

- Employment, Capacity Building and Community Investment
- Economic Benefits, Mutual Benefit Agreements and Economic Inclusion
- Capital Investment, Equity Participation, Partnerships and Joint Ventures

Measures and Assessment:

SECURE will provide ongoing leadership and resources to ensure implementation of the above principles. Our effectiveness in establishing and implementing strategies and actions plans will be assessed periodically by the Corporation's Health, Safety, Sustainability and Environmental Committee.

Review of the Policy Statement:

SECURE will review this Policy as necessary and ensure it remains relevant to meet changing expectations.



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