



INDIGENOUS RELATIONS POLICY

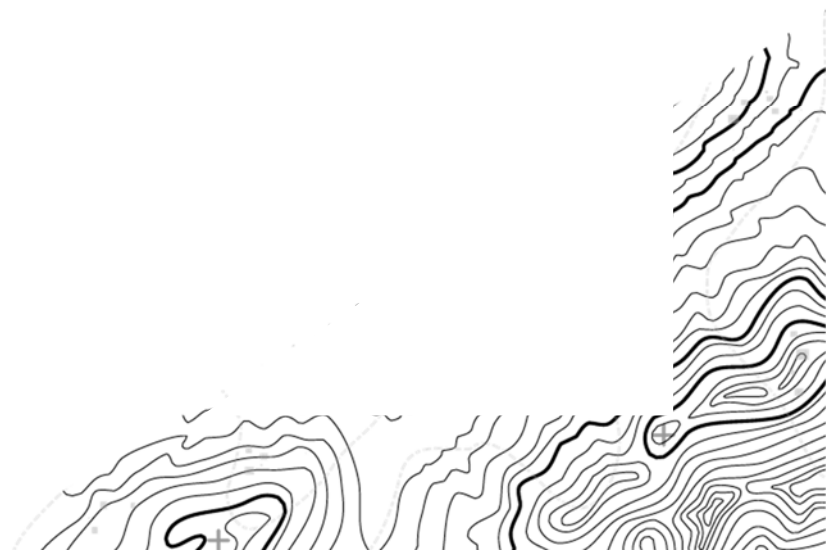
In 2017 we re-defined our Vision Statement. Our strategic initiatives were focused on relationships and we are proud of the rapport we have with our employees, customers and suppliers. As we progress, we lead with the same culture of reciprocated trust and working together as One Team. This culture is extended to the communities that we work in.

To demonstrate unwavering commitment to building positive recognition of our industry; an industry that is proud of collaborative efforts and trusted partnerships with employees, customers and communities.

We have always been conscientious and courteous when working on traditional lands. We recognize that we have not been proactive, truly educated and committed to engagement with the communities whose Traditional Territories fall within the regions we work.

COMMITMENT

Our 25th anniversary marks a systemic shift in focus for VIP that is driven by the passion, dedication and experience of our Indigenous Relations Manager. Her enthusiasm has inspired our senior management team to embrace her ideals and to understand how we as an organization can fully commit to principles of Truth and Reconciliation. Our goal is to be an industry leader and it is our intent to make a difference in the communities with which we are engaged. We respect the diversity of individual cultures and believe that extensive consultation, leadership and community engagement will build consensus and enable us to work collaboratively with Indigenous Communities.



VIP Powerline Ltd (VIP) is committed to developing and sustaining long-term, effective and mutually beneficial relationships with Canada's Indigenous Peoples and those in partnership with them.

- We will respect the diversity of individual cultures,
- We will consult in situations where our work could have an impact on the environment and/or cultural heritage,
- We will conduct early and meaningful engagement,
- We will consider services we can provide to communities and maximize member employment,
- We will work collaboratively to build consensus,
- We will respect Indigenous Treaty Rights, and
- We will provide Leadership, Business Development and Community Engagement.

FRAMEWORK

Early and meaningful engagement with all interested persons who may be affected by or have an interest in any VIP projects is an integral component of our Indigenous Relations Policy.

The framework to support our Policy is based on four pillars:

Leadership Employment Business Development Community Relations

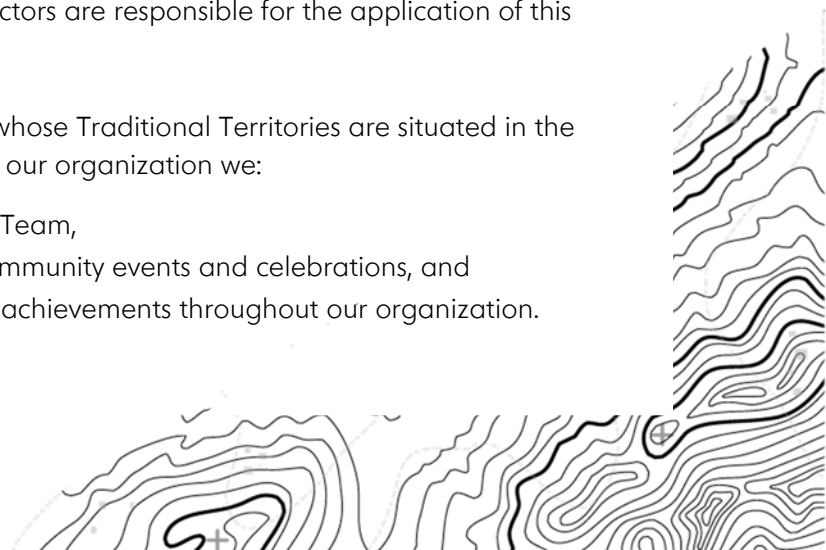
Thoughtful and directed focus on these pillars will provide sustainable benefits for the Indigenous Communities we engage with. We have established clear and attainable objectives to guide the execution of our Policy.

LEADERSHIP

At VIP we believe that maintaining a culture of quality and service excellence starts with strong leadership. We set clear expectations, encourage openness and accountability, and lead by example. Our senior management team is accountable for ensuring this policy is effectively implemented; however, all employees and contractors are responsible for the application of this policy.

We have identified all First Nations communities whose Traditional Territories are situated in the regions we work. To create alignment throughout our organization we:

- Promote cultural awareness amongst our Team,
- Encourage participation in Indigenous Community events and celebrations, and
- Communicate strategies and operational achievements throughout our organization.



EMPLOYMENT

Whenever possible, Indigenous employee inclusion is a focus and priority. We look to support the growth and capacity of Indigenous Business and entrepreneurial ventures through involvement with our projects.

VIP will support training initiatives. We are optimistic that our support will assist with the achievement of community goals and encourage involvement in our trade.

The One Team philosophy of VIP fosters an environment that respects people's dignity, ideals, beliefs and diversity. We demonstrate our commitment to this by providing a supportive work environment that welcomes and encourages equal opportunities for all.

One Team is a corporate culture based on:

Trust
Clear objectives
Communication Collaboration

BUSINESS DEVELOPMENT

Working together with Indigenous Communities is important to VIP. We will work to clearly understand the communities' goals and align our initiatives to facilitate mutually beneficial outcomes. We support long-term economic interests of Indigenous Peoples and are committed to providing equal opportunity and mentorship through employment and contracting opportunities.

COMMUNITY RELATIONS

Community engagement and corporate social responsibility is the foundation for building meaningful relationships. Participation in Indigenous community events is encouraged and supported for all employees at VIP with the goal of facilitating cultural awareness and the journey to Reconciliation.

Brent Tymchuk

Brent Tymchuk
CEO

March 28, 2018

Date

