

SHELL'S COMMITMENT TO INDIGENOUS PEOPLES IN CANADA



Shell Canada will build meaningful relationships with Indigenous Peoples and communities based on honesty, integrity, and respect. Shell will positively contribute to reconciliation with Indigenous Peoples and communities in Canada by recognizing Aboriginal and treaty rights, the diversity of Indigenous cultures across the country, and by jointly seeking opportunities to work together for mutual benefit.

Shell Canada acknowledges that:

- Indigenous Peoples in Canada have constitutionally-recognized and protected Aboriginal and treaty rights;
- Indigenous Peoples and communities in Canada have a unique connection to the land and water and a strong desire to retain their culture and traditions;
- Investing in human capacity is needed to ensure Indigenous Peoples participation as qualified, contributing members to Shell Canada's success;
- Shell must be responsive to feedback from Indigenous communities where our activities impact the ability to exercise constitutionally-protected Aboriginal and treaty rights, their way of life, their traditions, and cultures;
- Indigenous communities must have the opportunity to benefit from Shell Canada's industrial development, including employment and investing in human capacity-building opportunities.

In all of our business activities in Canada, Shell will:

- Establish and maintain respectful and meaningful relationships with Indigenous Peoples and communities;
- Respect and value the unique cultures and traditions of the Indigenous Peoples in Canada;
- Strive to increase understanding of Indigenous cultures and traditions by delivering awareness programs to Shell personnel and participating in Indigenous celebrations;
- Work in collaboration with Indigenous Peoples and communities in Canada to provide sustainable employment, business and educational opportunities from exploration, through operations and into closure;
- Continue and seek ways to improve Shell Canada Human Resources (HR) strategies and resources specific to the attraction and hiring, retention and inclusion of Indigenous people within the Shell workforce;
- Seek to understand Indigenous perspectives through engagement and dialogue with impacted Indigenous communities, and take measures to mitigate the impact of Shell's activities on those communities.

We will demonstrate this commitment through our business activities and implementation of the Shell Canada Indigenous Peoples Strategy.

A handwritten signature in black ink, reading "Susannah Pierce".

SUSANNAH PIERCE

Shell Canada President and Country Chair

