



ABORIGINAL RELATIONS POLICY

Breakwater Vantage is dedicated to establishing and maintaining successful, long-term, and mutually beneficial relationships with Canada's Aboriginal peoples and communities. To fulfill this objective, we seek partnerships that are characterized by openness, mutual respect, and trust.

SCOPE

This Policy governs all of Breakwater Vantage's actions and those of its affiliates. All directors, executives, and employees of Breakwater Vantage are expected to read and adhere to this Policy.

This Policy applies to all Aboriginal communities that are in close proximity to Breakwater Vantage's operations and development plans and may be impacted by them.

For the purposes of this Policy, "Aboriginal" refers to individuals who are members of Canada's Aboriginal Peoples (Indian, Inuit, or Métis) and organizations that are members of or affiliated with First Nation Bands or Métis Locals.

This Policy applies to all parts of Breakwater Vantage's business, including its relationship with Aboriginal people and its planning, development, operations, and administrative duties.

Contractors representing or performing work on behalf of Breakwater Vantage are expected to speak with Breakwater Vantage on compliance with the Guiding Principles of this Policy.

GUIDING PRINCIPLES

In response to the Canadian government's November 2010 statement and the Alberta government's (Alberta) affirmation in July 2015 in support of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Breakwater Vantage establishes this Aboriginal Relations Policy guided by the following principles:

- **Respect:** Breakwater Vantage will uphold Indigenous communities' legal rights, as well as their cultural traditions, economy, beliefs, and knowledge and uses of lands and resources. This regard will guide our operations and business practices, as well as our interactions with Indigenous peoples, communities, tribal councils, and organizations.
- **Communication:** Breakwater Vantage will communicate proactively and in a situation-specific manner. We will work to maintain meaningful, open, and effective engagement with Indigenous peoples of Canada so that elected Indigenous leaders and their communities may make informed decisions. Breakwater Vantage's approach is to engage in meaningful collaborations from the start.
- **Inclusivity, Equity, and Participation:** Breakwater Vantage will fully support and encourage the hiring of Indigenous people from the communities in which we operate. Breakwater Vantage also seeks to enhance Aboriginal peoples' long-term capacity to participate in the economy and share in our success by promoting strategies and programs that build capacity in Aboriginal communities and improve their ability to benefit economically from resource development opportunities. We collaborate with

communities to explore possibilities for community investment that advance Aboriginal cultures and priorities.

- **Environmental Stewardship:** Breakwater Vantage honours Aboriginal peoples' strong traditional ties to their land and surroundings. Breakwater Vantage is dedicated to the protection of people and the environment, as well as to the incorporation of Indigenous wisdom and environmental care. We recognize our own responsibilities to the land and to long-term environmental stewardship.

ROLES AND RESPONSIBILITIES

The [INSERT PERSON/GROUPS IN CHARGE] shall be responsible for carrying out and enforcing this Policy, as well as resolving any concerns that occur with respect to Aboriginal stakeholders.

Specifically, the [INSERT PERSON/GROUPS IN CHARGE] will be responsible for assessing risks and opportunities related to Aboriginal stakeholders and recommending actions that are consistent with this Policy to Breakwater Vantage .

On a daily basis, the [INSERT GROUPS/PERSONS IN CHARGE] are primarily responsible for ensuring compliance with and integration of the Policy within Breakwater Vantage's operations and any corporate decision making that may affect Aboriginal stakeholders.

VIOLATION

Any infringement of this Policy shall be reported immediately to [INSERT PERSON/DEPARTMENT DIRECTOR]. Employees who violate this Policy may face disciplinary action, which may include termination of employment.

The policy will be reviewed every X years and Breakwater Vantage will provide regular, objective reporting on our progress.