

Indigenous Relations Policy

Purpose

Treeline Well Services LP (“Treeline”) acknowledges that we conduct our work on Treaty 4, 6, 7, 8 and 10 territories, Métis Nation Region 3, as well other unceded territories in Alberta and British Columbia. In doing so, we respect the history, languages, culture, and rights of all our First Nation, Métis, and Indigenous neighbours. Additionally, we are thankful for existing business partnerships we have with our Indigenous partners and look forward to continuing successful ventures in the future. Our organization remains dedicated to fostering mutually beneficial relationships based on trust and collaboration with all communities in the areas we operate. Our relationships form a core pillar of Treeline’s Environment, Social and Governance (“ESG”) program, which includes our commitment to advance corporate reconciliation efforts.

Through this Policy, we intend to promote economic reconciliation, uphold the principles of the United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”), align with the Truth and Reconciliation Commission of Canada (“TRC”) Call to Action s. 92, and incorporate Indigenous relations throughout all parts of our business.

Vision

The vision of Treeline’s Indigenous Relations Policy is building a corporate culture that is inclusive of Indigenous peoples, in which barriers to Indigenous participation are removed at all levels. We hope to build relationships that go beyond transactional arrangements and promote health, wellness, awareness, and the respect and understanding of traditional lands and uses.

Our Focus

Treeline focuses our work with Indigenous communities and individuals in four key areas:

- **Building Meaningful Relationships**
Treeline will work closely with Indigenous peoples and communities in the areas we do business to build and maintain mutually beneficial relationships founded on trust, collaboration, and respect.
- **Economic Reconciliation and Partnerships**
Treeline will enhance the capacity of individuals, communities, and organizations to support the energy industry’s Indigenous workforce. Wherever possible, we will establish a working relationship and formal partnerships with Indigenous communities and organizations.
- **Community Investment**
Indigenous peoples must have equitable access to programs, services, resources, and infrastructure to fully participate in the energy industry and to increase opportunities for community self-determination. We will support initiatives and organizations that help close the socio-economic gap for Indigenous peoples and programs that build capacity for Indigenous communities.
- **Employment and Training**
Enhancing Indigenous peoples’ participation in the workforce can make significant contributions to advancing the objectives of the entire energy industry. Through our business relationships and partnerships with Indigenous communities, we will commit time and resources to recruit, train, and employ Indigenous talent in our company.

Guiding Principles

A policy on work participation, which addresses the unique circumstances of Indigenous peoples, must reflect a holistic approach, advance work as a vehicle for social change, and respect the diversity of Indigenous peoples. Accordingly, Treeline will respect the following principles:

- We respect Indigenous communities' history, customs, beliefs, and traditional territory and are committed to environmental stewardship.
- We recognize the unique legal and constitutional rights of Indigenous peoples in Canada.
- We respect Indigenous protocol when consulting or promoting work policies and program developments with Indigenous peoples.
- We promote the increase of Indigenous peoples' participation in the workforce by working with Indigenous leaders and through continued partnerships to achieve objectives of common interest.
- Indigenous peoples' participation in the workforce is a vital, viable, and integral component of Canadian life that is recognized and valued by all Treeline employees.

How We Succeed

This Policy provides a consistent approach and defines our commitments toward Indigenous peoples and communities. It outlines Treeline's responsibilities and is intended to guide our employees in day-to-day business decisions. We do this by incorporating our Indigenous Relations Policy in our training and onboarding documentation and explaining the positive impact relationships with Indigenous communities have on our business.

Conclusion

Treeline is committed to upholding this Policy across our entire business. Through this Policy, we have established a framework guided by UNDRIP for our company to operate responsibly within Indigenous traditional territories and communities across Canada.

Definitions

Indigenous Peoples: A collective noun for First Nations, Inuit, and Metis and growing in popularity in Canada.

First Nation: Indigenous peoples of Canada who are neither Métis nor Inuit. First Nations people include both status and non-status Indigenous peoples.

Inuit: Indigenous people in northern Canada, living mainly in Nunavut, Northwest Territories, northern Quebec and Labrador.

Métis: A person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of historic Métis Nation Ancestry, and is accepted by the Métis Nation.

Reconciliation: An ongoing process through which Indigenous and non-Indigenous peoples work cooperatively to establish and maintain a mutually respectful framework for living together to foster strong, healthy, and sustainable Indigenous nations.

United Nations Declaration of Rights of Indigenous Peoples: An international instrument adopted by the United Nations on September 13, 2007, to enshrine the rights that constitute the minimum standards for the survival, dignity, and well-being of the Indigenous peoples of the world. UNDRIP emphasizes and safeguards the individual rights of Indigenous peoples.

Bill C-15: A Federal Act that delivers on the Government of Canada's commitment to introduce legislation to advance implementation of UNDRIP, responds to the Truth and Reconciliation Commission's Calls to Action 43 and 44, and the National Inquiry into Missing and Murdered Indigenous Women and Girls ("MMIWG") Calls for Justice.

References

- [United Nations Declaration of Rights of Indigenous Peoples](#)
- [Bill C-15](#)
- [Truth and Reconciliation Commission of Canada: Calls to Action](#)

A handwritten signature in blue ink, appearing to read "Dan Bryson".