



Building Indigenous Relationships

***IPAC** Services recognizes the importance of diversity in its work force. Indigenous Peoples, their perspectives and products and services can play a meaningful role in tendering our bids, carrying out our work activities and consequently reflect in our competitive prices.*

We are sensitive to the Indigenous issues and struggles in today's workplace. We encourage a relationship with all Indigenous Peoples and remain supportive to the fair and equal opportunities to individuals or groups associated with our work activities to achieve the same level of success we have had with our past projects and activities.

***IPAC** actively engages with First Nations bands in providing job shadowing and mentorship programs to help integrate new indigenous workers into the workforce and provide continued community support.*

***IPAC** Services remains committed to being a good neighbour and to building and maintaining positive relationships with Indigenous groups and communities in all areas where we conduct work activities.*

We look forward to assessing the opportunities and benefits that current or future projects could offer for additional Indigenous relationships and/or partnerships.

A handwritten signature in black ink, appearing to read "Ron Ward", is positioned above the typed name.

Ron Ward
CEO and President
July 1, 2017