

July 2024

RE: Letter of Commitment to Indigenous Relations and the PAIR Program within IT Partners on behalf of the Internal PAIR Working Committee Team

To All Employees, Partners, Members of the Canadian Council for Indigenous Business, and all Indigenous Peoples and Communities:

The Internal PAIR Working Committee at IT Partners Inc. acknowledges the importance of the Indigenous Peoples legal and constitutional rights, including self-governance, and maintaining the values of their territories for future generations.

We respect the history, customs, traditions, and beliefs of the Indigenous Peoples and are committed to live/work side by side with mutual respect and responsibility.

We acknowledge the Call to Action of the Canada's truth and Reconciliation Commission.

Along with the 4 PAIR Drivers set out by the Canadian Council for Indigenous Business, The Internal PAIR Working Committee at IT Partners is committed to:

- Support and provide cultural awareness training to our staff and support their participation in Indigenous Cultural events
- Support education, training for Indigenous Peoples and promote hiring of same in our operation
- to build strong, positive, long-term relationships built on mutual trust, respect, communication, and mutual benefit
- we will encourage our partners, vendors, and service providers to respect the rights of Indigenous Peoples, and to build mutually beneficial relationships with these communities
- Empowering the Indigenous Peoples to support economic advancement, wealth creation and build a sustainable future

The Internal PAIR Working Committee at IT Partners will work daily to collaborate with Indigenous communities to develop a partnership that will help all interest holders become vibrant, sustainable, and diversified for years to come.

Sincerely,

The Internal Working Committee: Diane Dix, Megan Vinthers, Merry Reynolds, Garth Wardle, Sue Taylor, Corey Vince, Jordan Taylor