



ABC Recycling Indigenous Peoples Commitment Policy

The foundation of ABC Recycling Ltd. (ABC) is rooted in our family values and cultural diversity. We are grateful that for four generations our family has had the honour of operating our main location on the unceded territory of the Coast Salish peoples in the lower mainland.

We recognize and acknowledge the inherent rights of First Nations, Metis, and Inuit Peoples in Canada and are committed to building a path towards reconciliation with Indigenous Peoples. Our company understands we have an obligation as Canadians to support and implement mechanisms that reflect the 94 Calls to Action recommended by the Truth and Reconciliation Commission. ABC will do this by earning trust and building progressive and respectful relationships with Indigenous Peoples where we live and operate.

In alignment with Call to Action #92, ABC will honour this commitment by:

- i. Educating our management and staff about the Indigenous communities and territories where we operate, including attending and supporting cultural and celebratory events.
- ii. Increasing Indigenous Awareness training opportunities for management and staff. Training will include the history and legacy of residential school, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.
- iii. Developing and implementing an Indigenous community investment plan; this is also reflective of our family’s cultural tradition of ‘*tzedakah*’ (giving back).
- iv. Implementing Indigenous economic development practices to support capacity enhancement, including:
 - a. Seeking meaningful Indigenous partnerships where we operate;
 - b. Access to meaningful employment;
 - c. On-the-job training opportunities;
 - d. Educational opportunities within the business for career advancement; and
 - e. Sharing information about our business operations with impacted Indigenous communities within our eleven (11) branches.
- v. Providing environmental solutions and hands-on training for Indigenous community’s removal of potential pollutants from metal appliances, metal removal and demolition needs.
- vi. Cultivating a work environment that is inclusive, diverse and holds a willingness to continuously learn and listen.