



## Truth and Reconciliation- A Message from Okane's Board and Management Team

The recovery of thousands of children's bodies on the grounds of former residential schools in Canada is a painful reminder of our responsibility in creating a better future. We grieve with the families and communities of these children and recognize the strength of the survivors who shared their personal experiences of systemic abuse. We respect the efforts of The Truth and Reconciliation Commission of Canada (TRC) to raise awareness to these atrocities. Okane is committed to working together to understand how the impact of residential school and intergenerational trauma affects communities today.

Many of us at Okane have deeply benefited from Indigenous culture through the sharing of Traditional Knowledge and its incorporation into mine closure and reclamation plans. We recognize the importance of continuing this learning, and also applying the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework. We are committed to taking active steps to achieve our goal of increasing collaboration with Indigenous Peoples to achieve true partnership. Over the coming weeks and months, the Okane leadership team is taking action to start our journey towards reconciliation.

- On September 30<sup>th</sup>, Okane's Canadian offices will be closed to observe the Canadian federal government's newly declared National Day for Truth and Reconciliation. Our team will take this day to reflect, learn and take part in community events to honor the lives lost at residential schools and all those impacted.
- We pledge to review the UNDRIP, the TRC report and the associated 94 Calls to Action annually.
- We encourage our employees to acknowledge the land and traditional territories at company-wide events and when meeting with our clients. We will share learning opportunities and resources so that everyone can reflect on what the responsibility of land acknowledgement means to them.
- Okane will develop an updated Diversity, Equity, and Inclusion policy to ensure that Indigenous people have equitable access to jobs, training, and education opportunities.

We realize these are first steps on a long path to reconciliation, and that this path may include missteps as we learn. We thank those who would share knowledge and resources with us so that we can learn and build a better future together.

With gratitude,

Okane Consultants

*Charlene Nash*

