



## Policy on Indigenous Cultural Awareness

### **We Are Treaty People**

We live in this place, in Treaty #1 territory. This land, water and sky does not belong to us. Like all generations that came before us, we share it with others. Our treaty promises, solemnly set down and agreed to by our ancestors, declare that we will share this land, as siblings, with those who have lived here since time before memory.

We acknowledge the need to learn from First Nations and Metis peoples who know and respect this place. They accept their duty to respect and protect the lands and waters, and to care for all that live in them. By entering this land, this duty to care is now shared with us. Manito Aki Inakonigowaan, the Great Earth Law, is a way of thinking, a way of feeling, and a way of living. It is a promise to this land – that we humans will take care of all beings, and be interconnected in a loop of respect, reciprocity, rights and responsibilities. While this law was given to First Nations people at the beginning of time, the responsibility to protect and respect Mother Earth is also the collective duty of us all.

In these ways, we will actively work to be better Treaty people: to learn, to share, to respect and to care.

### **Learn**

As owners, managers, and client-facing employees we will participate in cultural awareness learning that is designed and led by an indigenous Elder / Knowledge Keeper with experience in providing cultural proficiency training. We will listen and learn with open hearts.

### **Share**

We will prioritize working with suppliers who are indigenous owned or led. We will support policies and programs that uphold indigenous culture. We will encourage and seek to employ First Nations and Metis people.

### **Respect**

Cornerstone Timberframes will work to incorporate indigenous knowledge into our appreciation and use of forest resources.

### **Care**

With thanks to indigenous knowledge keepers, we recognize our dependence on and intimate connection to the natural world. We will seek to align our company's culture and actions with this way of seeing and caring.