



**SAY IT NOW**  
VOICE CONSULTANCY

## FIRST NATIONS PEOPLE SUPPORT POLICY

SAY IT NOW is committed to promoting diversity, inclusion, and social responsibility. This policy outlines our commitment to supporting First Nations people communities and fostering meaningful relationships with First Nations peoples, respecting their unique cultures, histories, and traditions. We acknowledge the importance of reconciliation and the role we play in contributing to the well-being and prosperity of First Nation peoples' communities.

### Objectives

The primary objectives of this Policy are as follows:

- a) **Cultural Respect and Understanding:** We will work to enhance cultural awareness and understanding among our employees, stakeholders, and partners, recognizing the diversity and contributions of all First Nations people.
- b) **Economic Empowerment:** We aim to create economic opportunities for First Nations individuals and businesses, promoting fair and inclusive practices in our procurement processes.
- c) **Community Engagement:** We will actively engage with First Nations communities, seeking their input and participation in decisions that may affect their interests.
- d) **Education and Employment:** We will support educational initiatives and employment opportunities for First Nations youth, striving for a more inclusive and diverse workforce.

### Cultural Awareness and Sensitivity

SAY IT NOW is committed to ensuring employees receive cultural awareness and sensitivity coaching to promote a respectful and inclusive environment.

### Procurement and Business Practices

a) **Preference for First Nations people Suppliers:** Whenever possible, we will give preference to First Nations-owned businesses and suppliers in our procurement processes, provided they meet the required quality, pricing, and delivery standards.

## Community Engagement

**a) Consultation and Collaboration:** When undertaking projects or initiatives that may affect First Nations communities, we will engage in meaningful consultation and collaboration with the affected communities to ensure their concerns and perspectives are considered.

**b) Partnerships and Investments:** We will explore opportunities for partnerships and investments in First Nations-led ventures and community development projects that align with our values and objectives.

This policy reflects our commitment to making a positive impact on First Nations communities and fostering a more inclusive society. By working together with First Nations people and other stakeholders, we can contribute to reconciliation, social equity, and sustainable development.

SAY IT NOW is committed to upholding and implementing this policy with dedication and sincerity.

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