

# INDIGENOUS BUSINESS PARTNERSHIPS

Reaching our potential together



# Strong, long-lasting relationships allow us all to reach our full potential

Successful Indigenous Partnerships are built on a foundation of mutual respect, common goals, opportunities for employment, and an understanding of the local community. Since 2000, we have been using this recipe to build partnerships that are focused on lasting connections to deliver technical services with the local expertise of our partners.

Stantec is committed to Indigenous participation in the work that we do. We recognize that providing meaningful benefits to local communities can be the key to success for your project. This may come through engagement with communities, participation in projects, supporting community programs, and a commitment to build capacity through employment and training.





# Leading the way to successful partnerships



## KAVIK-STANTEC INC.

KAVIK-STANTEC is a unique blend of Inuvialuit majority ownership, local management and practitioners with over 30 years of resource industry experience in the region. KAVIK-STANTEC has extensive experience providing environmental solutions for industry, territorial, and federal regulatory agencies, co-management organizations, and communities in the Inuvialuit Settlement Region.



## NUNAMI STANTEC LIMITED

Nunami is a majority Inuit-owned consulting company providing services throughout Nunavut. Nunami's majority shareholders are the Sakku Investments Corporation (Sakku), which is owned by the Kivalliq Inuit Association and the Kitikmeot Corporation (KC), which is the business development arm of the Kitikmeot Inuit Association. Stantec is the minority shareholder and legal operator. Both Sakku and KC are focused on developing a sustainable economy which provides opportunity for Inuit. Nunami's head office is located in Rankin Inlet, Nunavut.

The partnership brings together the local presence and experience of Sakku and KC with the technical capabilities and experience of Stantec to deliver quality engineering and environmental solutions to Inuit, public and private sector clients and create value for beneficiaries of the Nunavut Land Claims Agreement Act. Nunami's Inuit shareholders contribute directly to their parent organizations which deliver programs to promote sustainable development and Inuit heritage, culture and language. Beyond the financial returns to shareholders, Nunami provides a range of benefits to Inuit, including capacity development, training, and employment.



## K'ALO-STANTEC LIMITED

K'alo-Stantec Limited was established in 2012 with Indigenous partners Jimmy Mendo (owner of Willowlake Environmental) and BJ Services NWT (Lorraine Doctor) to provide environmental consulting services throughout the Tulita District of the Sahtu Settlement Area, Northwest Territories. Stantec's Tulita partners are established business professionals, each with over 20 years' experience owning and operating successful businesses and who have long-standing relationships with industry and government.



## FMFN – GROUP STANTEC

FMFN Group – Stantec, established in 2013, is a partnership between Fort McMurray First Nation Group (FMFN Group), the economic development office of Fort McMurray #468 First Nation (FM#468FN), and Stantec Consulting Ltd. FMFN Group is solely owned by FM#468FN and has been delivering quality services and workmanship to the resource development industry since 1987. FMFN Group – Stantec brings together the local presence and experience of FMFN Group with the technical capabilities and experience of Stantec to deliver a full suite of environmental and other consulting services to clients throughout the municipality of Wood Buffalo while providing employment, training, and investment in the local community.



**5** **STONE & ARROW**  
CONSULTING LP

**STONE AND ARROW CONSULTING LP**

Stone and Arrow Consulting LP was created in 2021 as a partnership between FHQ Developments and Stantec Consulting Ltd. This unique partnership focuses on Indigenous inclusion in engineering and design. The partnership combines the strengths and resources of FHQ Developments with Stantec Consulting's knowledge and experience. This collaboration enables us to provide clients with superior quality, on-time delivery, and a never-ending focus on safety, while developing and implementing a diverse and inclusive workforce.

**6** **Stassinu Stantec**  
Limited Partnership

**STASSINU STANTEC LP**

Stassinu Stantec is a majority Innu-owned company incorporated in Newfoundland and Labrador in 2009 as a partnership between Stassinu Services Inc. and Stantec Consulting Ltd. Stassinu Services Inc. (SSI) is a 100 percent Innu-owned company based in Natuashish, Labrador. Stassinu Stantec was formed to provide environmental sciences and engineering, management consulting, and logistics in Nitassinan, Labrador (Innu Lands).

SSI provides a combination of Innu knowledge and experience in various environmental and geological studies, and has extensive experience working in remote field situations, requiring adaptable and flexible skills.

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### AIVEK STANTEC LP

This company was formed in 2008 with Aivektuuk Inc., a wholly owned Inuit subsidiary of Aivek Holdings Inc. in Nain, Labrador. The Inuit partnership with Stantec provides environmental and engineering consulting services within Nunatsiavut and other northern regions.

Aivek has successful relationships with industry throughout Labrador including ongoing collaboration with several firms in the mining industry, and Inuit, provincial, and federal government departments.

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### KI 209 ENGINEERING LP

KI 209 Engineering LP is a limited partnership company between Kitchenuhmaykoosib Inninuwug First Nation (KI) and Stantec Consulting Ltd. The company was established to assist the community of Kitchenuhmaykoosib Inninuwug in building capacity by providing environmental and engineering services. In addition to providing technical expertise to the partnership, Stantec also provides mentorship opportunities in these areas to build essential skills training.

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### LITTLE OTTER PROFESSIONAL SERVICES INC.

Established in 2021, Little Otter Professional Services Inc. is a partnership between Nigigoosiminikaaning First Nation's economic development arm, Little Otter Economic Development and Stantec Consulting Ltd. The partnership provides civil and environmental engineering, project management, planning, and development services.

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### OSHKI-AKI LP

Incorporated in 2011, Oshki-Aki LP (Oshki-Aki) is a limited partnership between Fort William First Nation (FWFN) and Stantec Consulting Ltd. The firm was established to assist the community of FWFN in building capacity by providing a wide array of technical services both on and off-reserve. The partnership prioritizes local subcontracting, employment and material sourcing opportunities.

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### KAHSENAH LP

Kahsenah LP is a limited partnership company between Constance Lake First Nation (CLFN) and Stantec Consulting Ltd. The company was established to assist the community of CLFN in building capacity by providing environmental and engineering services both on and off-reserve and throughout Ontario. The Partnership prioritizes local subcontracting and material sourcing opportunities to CLFN businesses. Kahsenah LP aims to provide local expertise, rapid response solutions and exceptional service while prioritizing local subcontracting and material sourcing opportunities, local expertise, rapid response solutions and exceptional service.











# How partnerships work

Each of our partners  
is unique.

Every Indigenous community and business we partner with has an established set of goals and distinct opportunities based on where they are located and what activities are taking place on or near their lands.

Our partnership philosophy is to understand our partners, their communities, and their goals and opportunities to help them build on their existing strengths.

We aspire to be as integrated as we can in the communities where we work and our partnerships help us create lasting connections.

# Community engagement

Our commitment to building better communities extends to the many areas where we live and work. Whether it's drum making, lessons from Elders, lunch program supplies, traditional games, or literacy modules, Community Engagement is an important component to Stantec's Indigenous Partnerships. We partner with organizations to support the growth and development of everything from social projects to environmental programs to cultural initiatives.

Through the Indigenous Partnerships Community Engagement Program, we are able to support initiatives under the following four pillars – Education, Health and Wellness, Environment and Arts and Culture in our partners' communities.

For more information about Stantec's Community Engagement program, please visit:

[stantec.com/about-us/community-investment.html](http://stantec.com/about-us/community-investment.html)





**60+**

organizations  
supporting growth  
and development





# Building capacity through education, training and employment

## Training

Through our Partnerships, we strive to continually build capacity in communities. We support on-going education and training through scholarships, training programs, and skills workshops. Examples include:

### **BUILDING ENVIRONMENTAL ABORIGINAL HUMAN RESOURCES TRAINING PROGRAM (BEAHR)**

Stantec is a certified member of ECO Canada, a not-for-profit industry-led human resources organization that is dedicated to building Aboriginal careers in the environmental field. ECO Canada is committed to providing training for BEAHR programs to strengthen relationships with Indigenous communities through the facilitation of employment focused programs.

### **MARINE MAMMAL OBSERVER (MMO)**

The MMO training program, developed and delivered by KAVIK-STANTEC, is intended to provide Inuvialuit MMOs and field technicians for industry and government offshore seismic and research projects. The program has trained a total of 478 Inuvialuit beneficiaries and provided seasonal employment for many of the graduates. Many of the MMOs have participated in multiple training programs and worked on a number of projects.

# Health, Safety, Security, and Environment (HSSE)

Safety is a priority that benefits everyone. Our Indigenous Partnerships adhere to Stantec's HSSE policies and practices. It is our policy to ensure through leadership and training that HSSE is fully integrated through all phases of project planning and execution. Stantec provides HSSE training and specialized personal protective equipment to all employees.

## **CAPACITY BUILDING**

A mandate of Stantec's partnerships is to build capacity. Where available, we procure goods and services locally to support the local community. Examples of the services that can be used, but are not limited to:

- Technical project support
- Meals and accommodation
- Vehicle, boat, and equipment rentals
- Logistics support and meeting spaces
- Translation and interpretation
- Office support and materials for local offices
- Working with other partner businesses





Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. That's why at Stantec, we always design with community in mind.

We care about the communities we serve—because they're our communities too. This allows us to assess what's needed and connect our expertise, to appreciate nuances and envision what's never been considered, to bring together diverse perspectives so we can collaborate toward a shared success.

We're designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the globe.

Stantec trades on the TSX and the NYSE under the symbol STN. Visit us at [stantec.com](http://stantec.com) or find us on social media.

[www.stantec.com](http://www.stantec.com)

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Design with community in mind

