

Hydro One

Indigenous Relations Policy¹

At Hydro One, we will work proactively to build relationships with Indigenous Peoples based on understanding, respect and mutual trust. We will respect the rights of Indigenous Peoples including the Aboriginal and treaty rights of Aboriginal peoples as recognized and affirmed in section 35 of the *Constitution Act, 1982*.

Our Commitment

Hydro One is committed to working with Indigenous peoples in a spirit of cooperation and shared responsibility. We acknowledge that Indigenous peoples have unique historic and cultural relationships with their land and a unique knowledge of the natural environment. Forging meaningful relationships with Indigenous peoples based upon trust, confidence, and accountability is vital to achieving our corporate objectives. Hydro One recognizes distinctions between and among First Nations, Inuit, and the Métis Nation. These commitments and relationships are a priority for Hydro One and as such, we will:

- Adapt our business practices to respond to the legal rights of Indigenous communities and individuals.
- Develop and maintain relationships across all Hydro One lines of business with Indigenous people that demonstrate understanding, respect and are based upon mutual trust.
- Increase procurement opportunities for Indigenous businesses to support their aspirations for self-sustainability and track progress of such growth.
- Increase Indigenous representation in all levels in our workforce and track progress of such growth.
- Increase Indigenous community investments through our sponsorship and grant programs to assist communities in advancing positive and lasting socio-economic outcomes.
- Undertake procedural aspects of consultation, as required by law or guided by leading industry practices, in the early stages of, and throughout, projects that may have an impact on Indigenous rights.
- Seek good faith resolution of transmission and distribution line issues on First Nation reserve lands in a fair manner.

¹ Indigenous includes the First Nation, Inuit and Métis peoples

- Ensure our employees have the skills, training and resources necessary to perform their duties with respect to developing and advancing relationships with Indigenous peoples that demonstrate mutual respect and understanding of the unique rights of Indigenous peoples.

Mayo Schmidt
President and CEO
Hydro One Inc.

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