



Hydro One Indigenous Relations Policy

Key Beliefs

At Hydro One:

- We acknowledge that Indigenous communities have historically borne impacts of development without benefiting from it.
- We acknowledge that Indigenous communities have real issues and grievances arising from past and current development.
- We commit to a journey of Reconciliation that is guided by this context and by the unique Indigenous communities we work with during engagement and for the life cycle of our assets.
- We understand that our success is dependent on demonstrating leadership in Indigenous Relations and embracing partnerships with Indigenous communities.

Our Guiding Principles and UNDRIP

- We approach Indigenous communities with **transparency** and **respect**.
- We meet Indigenous communities **where they are** in their governance, capacity and priorities, as participants in industry and environmental practice, and as the **original stewards** of the lands that make up Ontario and Canada.
- We respect the **cultures, traditions and rights** unique to each Indigenous community.
- We recognize the **obligations** industry has in **Reconciliation** with Indigenous people, to address meaningful and measurable change in cultural understanding and economic outcomes.
- We understand that Hydro One succeeds when Indigenous communities succeed and that all Hydro One employees benefit from a greater understanding of Indigenous issues, opportunities and knowledge.

UNDRIP

We understand that our relationships and interactions with Indigenous communities in Canada require a paradigm shift. Guided by the evolving legal obligations and opportunities for consultation and engagement, we embrace the United Nations Declaration on the Rights of Indigenous Peoples ("UNDRIP") as it supports human rights, language, education and governance for Indigenous people. It is a critical lens on our relationship with Indigenous communities. We are committed to supporting UNDRIP.

It remains our goal to achieve the agreement and support, articulated in UNDRIP as "Free Prior and Informed Consent", of Indigenous peoples. We will use FPIC as a goal and a guide in every engagement. We understand that UNDRIP and FPIC are an important lens to view our relationship with Indigenous people, along with the evolving law, practices, and the guidance of Indigenous communities in Ontario.

Our focus is on meaningful reconciliation under Call to Action #92, which includes increasing and retaining our Indigenous employee base, offering equity investment opportunities to Indigenous communities when we build new capital Transmission projects, challenging ourselves to set aggressive procurement targets for Indigenous businesses and focusing on the input and guidance of Indigenous communities as we develop and implement our strategic goals.

David Lebeter
President and CEO
Hydro One Ltd.

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The Hydro One Indigenous Relations Policy reflects our Vision and Guiding Principles. Our engagement, advocacy and strategic direction are set by the Indigenous Relations Policy and led in collaboration with the Indigenous communities (First Nations, Inuit and Métis Nation) we work with every day.

Our Vision

A better and brighter future for all.

Our Goals

- We will be the partner of choice for Indigenous communities
- We will attract, retain and learn from Indigenous employees as their employer of choice
- We will advance meaningful economic Reconciliation as partners with Ontario Indigenous communities

