

A vertical photograph on the left side of the page showing a close-up of a wooden mask. The mask has a textured surface and features a large, dark, circular opening, possibly for an eye. The wood grain is clearly visible, and there are some purple and pinkish stains or markings on the mask's surface.

Indigenous Peoples Policy

2020
October



Lafarge Canada Inc. Indigenous Peoples Policy

Lafarge recognizes the diversity and unique history of Indigenous Peoples who live where we work and operate in Canada. Lafarge acknowledges the importance of reconciliation among Canadian governments, Indigenous Peoples and broader Canadian society.

Building positive relationships with Indigenous Peoples, based on mutual respect and focused on achieving common goals, will create constructive outcomes for Indigenous communities and for Lafarge.

Within this context, Lafarge commits to the following principles:

- We acknowledge the rights held by Indigenous Peoples in Canada, and the importance of the special relationship between Indigenous Peoples and their lands.
- We commit to carrying out consultation with Indigenous Peoples about Lafarge operations, projects and activities through processes that seek to achieve early engagement so their input can be considered. Engagement includes communications and cooperation with affected Indigenous Peoples, and compliance with applicable laws and regulations.
- We commit to working with Indigenous Peoples to achieve benefits resulting from Lafarge's projects and operations, including opportunities in training and education, employment, procurement, environment, business development, and community development.
- We will foster understanding of the history and culture of Indigenous Peoples among Lafarge's employees and contractors, in order to create better relationships between Lafarge and Indigenous communities.

This policy is consistent with Lafarge's Code of Business Conduct and our Anti-Bribery and Corruption (ABC) Policy. This policy is also aligned with our Health and Safety, Environment and Diversity and Inclusion policies. The policy will be reviewed regularly and updated to meet changing circumstances.