

STATEMENT OF COMMITMENT

Our Vision

As an Impact Partner of Emerson Automation Solutions, the world's leading supplier of process automation products and solutions, we offer our customers supply and support options ranging from individual product specification and application support to complete automation solutions. However, as an organization, we strive to do more than offer products and solutions to our customers. We believe our business, through the strength of our employees, relationship with Emerson and technology, can serve a greater purpose to Canada. As a result, we strive to be a leading contributor to the Canadian economy by enabling the industry and our served markets to be sustainable and more competitive.

To achieve our vision, we have a dedicated focus on establishing and enhancing integrated partnership with our local community groups. Lakeside believes that it is both our privilege and responsibility to invest in Indigenous communities; we look forward to encouraging mutual growth and prosperity through supporting, building trust, and working alongside these groups.

Our Involvement

Lakeside proudly operates local facilities throughout Central Canada, including Ontario and Manitoba. We acknowledge the important role that Indigenous communities, businesses, and individuals play in the history and economy of the regions that we operate in. We are committed to collaborating with Indigenous peoples, both at the business and community level, to meet our shared goals and positively impact the Canadian industry.



Therefore, we will:

- Take into consideration that Indigenous groups have unique histories and cultural relationships with the land that we may share, or which may overlap with our own interests;
- Actively seek out opportunities for partnership with local Indigenous businesses and communities;
- Maintain good standing with the CCAB's Progressive Aboriginal Relations (PAR) Program;
- Provide Indigenous Cultural Awareness Training to all employees in support of a safe and inclusive workplace;
- Ensure that Indigenous Relations initiatives remain prominent in the strategic planning process for Lakeside each year and reinforce initiatives through ongoing communication from Lakeside's leadership.

Our Commitment

Lakeside aims to foster sustainable, positive Indigenous relations in all aspects of our business and positively contribute to a thriving Canadian economy. To that end, Lakeside formally commits to undertake the following activities:



Business Development

We will strategically seek to establish and nurture mutually beneficial business relationships with Indigenous-owned businesses in our local communities.



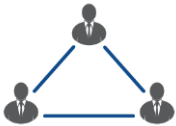
Community Engagement

We will develop and sustain positive and progressive relationships with our local Indigenous communities through both physical and monetary support of programs and initiatives.



Recruitment and Retention Programs

We will commit resources to achieving equitable representation of Indigenous persons across the organization through recruiting and retaining Indigenous talent, promoting mobility of Indigenous employees across the organization, and providing cultural awareness and sensitivity training.



Leadership Action

Lakeside's leadership, through all levels of our organization, will take the necessary proactive steps to reinforce organizational focus on Indigenous relations and our commitments made herein.

Our Plan

In order to achieve our commitment, we have an established Indigenous Relations Working Group comprised of employees at all levels of our organization. Each of our members have a passion for fostering greater connectivity between Lakeside's vision and our local community groups. This group meets regularly to establish objectives and mobilize the support necessary to achieve our identified goals. We will review our Indigenous Policy Statement, our objectives, and our key performance indicators annually to ensure we are meeting the commitments we have established.

We are making important strides to build strong and lasting relationships with Indigenous businesses, community groups, and individuals. We believe these integrated partnerships will create sustainable value for our business, these communities, and ultimately, the Canadian economy. As President and CEO of Lakeside, I am excited to see how our Indigenous relations will continue to grow and strengthen for many years to come!



Greg Houston, P.Eng
President and CEO
Lakeside Process Controls Ltd.



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