

STATEMENT OF COMMITMENT

Our Vision

As an Impact Partner of Emerson Automation Solutions, we take pride in offering our customers a range of supply and support options, from individual product specifications to complete automation solutions. We strive to be a leading contributor to the Canadian economy by enabling our served markets to become more sustainable and competitive.

To achieve this vision, we are dedicated to building and enhancing integrated partnerships with local community groups, including Indigenous communities. We believe it is our privilege and responsibility to invest in Indigenous businesses and communities and look forward to encouraging mutual growth and prosperity through supporting, building trust, and working alongside our partners.

Our Involvement

Lakeside 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 businesses and communities to achieve shared goals that 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 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 CCIB's Partnership Accreditation in Indigenous Relations (PAIR) 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 Lakeside's strategic planning process, supported by 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 within our organization, and providing cultural awareness and sensitivity training.



Leadership Action

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

Our Plan

In order to achieve our commitment, we have an established Indigenous Relations Working Group (IRWG) 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. The IRWG 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.