

2024



Indigenous Relations Annual Report 2024

Company

Lakeside Process Controls

Prepared by

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OUR COMMITMENT TO INDIGENOUS RELATIONS

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, which may overlap with our own goals and interests;**
- **Actively seek out opportunities for partnership with local Indigenous businesses and communities;**
- **Maintain good standing with the Canadian Council for Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) Program;**
- **Provide mandatory Indigenous Cultural Awareness Training to all employees to be completed within the first 60 days of their employment with Lakeside, in support of a safe and inclusive workplace;**
- **Ensure that Indigenous Relations initiatives remain a key priority throughout Lakeside's strategic planning process and operations, supported by ongoing communication throughout all levels of our organization**

OUR COMMITMENT & PLAN OF ACTION

Lakeside strives 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, focusing on those within our operating Provinces of Ontario and Manitoba and local to our regional offices.

COMMUNITY INVOLVEMENT

We will develop and maintain positive working relationships with Indigenous communities and organizations by attending community events and supporting Indigenous-led 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 the commitments made herein.

Our Plan

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 has a passion for fostering greater connectivity between Lakeside's vision and local community groups. The IRWG meets regularly to establish objectives and mobilize the necessary support to achieve our identified goals. We will review our Indigenous Relations Policy Statement, our objectives, and our key performance indicators annually to ensure we are meeting the commitments we have established.

A MESSAGE FROM LAKESIDE'S PRESIDENT AND INDIGENOUS RELATIONS WORKING GROUP EXECUTIVE SPONSORS

Our vision at Lakeside is to be a leading contributor to the Canadian economy by enabling the industry and our served markets to be sustainable and more competitive. We believe that to achieve our vision we need to partner with local communities and businesses, where we can work collectively to achieve shared goals. At Lakeside, we have a passionate and dedicated group of employees who are energetically focused on the development of meaningful and sustainable relationships with Indigenous communities and businesses to support the realization of our vision. This report will showcase the actions and efforts of this group of employees over the past eighteen (18) months.

In 2023, we were excited to be awarded the Bronze Certification under the Canadian Council for Indigenous Business' Partnership Accreditation in Indigenous Relations (PAIR) program. The achievement of this certification was preceded by four (4) years of effort and action to listen, learn, outreach and create meaningful relationships within Indigenous business and local communities. While we are still in the early stages of our journey, our Annual Action Plans have allowed Lakeside to make meaningful and structured steps forward in our commitment to Indigenous Relations. With each year, we see our partnerships and opportunities for connection grow.

Throughout 2024, we have been particularly excited by the increasing opportunities to connect with local communities. Our team has found attendance at Pow Wows, Habitat for Humanity builds, and an in-community 'Day of Play' to be incredible learning opportunities. We've thrived in the opportunity to be in direct conversation with Indigenous groups, learning how we can work collectively and collaboratively in the pursuit of mutually beneficial goals. Additionally, this past year has seen expanded outreach and use of Indigenous-owned and managed businesses, with many being incorporated in our routine procurement practices. Our focus in this space has been to actively source and connect with Indigenous businesses who operate in areas related to our Lakeside's core competencies.

We remain committed to the long-term development of thriving relationships with Indigenous communities and Indigenous businesses and look forward to the continued growth of our Indigenous Relations efforts at Lakeside.

Sincerely,



Greg Houston
President and CEO



Scott James
Executive Vice President
IRWG Executive Sponsor



Stephanie Enright
Vice President, Talent Management
IRWG Executive Sponsor

2024 INDIGENOUS RELATIONS PROGRAM UPDATE

Pillar 1: 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 the commitments made herein.

OUR ACTIONS	OUR TARGETS – 2024	ACTION STATUS	ACTIONS RESULTS
<p>Consistent internal communication on Indigenous Relations efforts, opportunities, and achievements.</p>	<p>Two (2) company-wide communication session updates.</p> <p>Ongoing communication via Lakeside’s Intranet to promote Indigenous Relations Actions, Learnings and Opportunities for participation.</p> <p>Provide mandatory Cultural Awareness Training for all employees.</p>	<p>Completed / Ongoing</p>	<p>President presented Indigenous Relations Actions and Opportunities via company-wide communication sessions in both April and November.</p> <p>Sent twenty (20) internal company-wide communications on events, opportunities, updates, and learnings related to Indigenous Relations.</p> <p>Achieved a Cultural Awareness Training completion rate of 99% for all Lakeside employees, as of December 31, 2024.</p>
<p>External learning via leadership attendance at Indigenous-focused conferences or events.</p>	<p>Attend a minimum of two (2) Indigenous focused conferences or events per calendar year.</p>	<p>Completed</p>	<p>Attended the Forward Summit / Workforce Forward East Conference in September 2024.</p> <p>Attended the Youth Leaders in Training Gala hosted by Saugeen Ojibway Nation in November 2024.</p>
<p>Establish formal audit process and annual program documentation to govern Indigenous Relations Actions.</p>	<p>Annually, create structured Action Plan, including Gap Analysis, and Communication Plan</p> <p>Audit Indigenous Relations program to ensure targets results are captured and gaps/opportunities are identified and addressed.</p>	<p>Completed</p>	<p>Created annual internal audit process for Indigenous Relations program, embedded into internal business system compliance module.</p> <p>Created and verified Indigenous Relations program documentation to ensure sustainable program infrastructure.</p> <p>New committee role of Indigenous Relations Program Auditor established within Indigenous Relations Working Group (IRWG).</p>

Pillar 2: Recruitment and Retention

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.

OUR ACTIONS	OUR TARGETS – 2024	ACTION STATUS	ACTIONS RESULTS
<p>Increase the number of employees who identify as Indigenous, including the number of Indigenous employees in Leadership positions.</p>	<p>2% of employees self-identify as an Indigenous Person (First Nations, Métis, Inuit) within Individual Contributor roles.</p> <p>2% of employees self-identify as an Indigenous Person (First Nations, Métis, Inuit) within Leadership positions.</p>	<p>Ongoing</p>	<p>1.09% of employees within Individual Contributor roles and 0% of employees within Leadership positions self-identified as Indigenous through our Annual Employee Demographic survey in May 2024.</p> <p>Voluntary tracking mechanisms implemented to increase identification of Indigenous employees and Indigenous candidates.</p> <p>Actively pursued relationships with Indigenous Relations Student Program Coordinators at local colleges and universities to increase visibility with Indigenous students.</p> <p>Shared all job postings to Indigenous-specific job board, NationTalk.</p>
<p>Partner with Indspire to invest in their scholarship program for Indigenous post-secondary studies.</p>	<p>Contribute a \$5000 investment to Indspire’s Building Brighter Futures Fund to support a minimum of two students.</p>	<p>Completed / Ongoing</p>	<p>Ongoing five (5) year investment agreement to support a minimum of two (2) students per year, continuing through to 2028. The total investment amount of \$5000 includes an annual program administrative fee of \$600, leaving \$4400 remaining for distribution.</p> <p>Additional governmental funding was granted to Indspire which allowed 100% matching of Lakeside donations, doubling our impact in 2024.</p> <p>Scholarships were awarded to four (4) post-secondary students studying within the provinces of Ontario and Manitoba for school year 23-24’. Award amounts were evenly distributed at \$2200 per recipient.</p>
<p>Revise external company website to enhance supports and resources for preparing to interview at Lakeside.</p>	<p>Create more inclusive tools and resources to support interview candidates navigating Lakeside’s interview process.</p> <p>Application of specific learning from recruitment and retention training for Indigenous candidates.</p>	<p>On Track</p>	<p>Completed website revisions to provide more details on Lakeside’s workplace flexibility and accommodations. Website revisions include more resources and tools for interview preparation.</p> <p>Internal recruitment and selection training addresses cultural considerations to support equitable employment processes.</p>

Pillar 3: Community Involvement

We will develop and maintain positive working relationships with Indigenous communities and organizations by attending community events and supporting Indigenous-led programs and initiatives.

OUR ACTIONS	OUR TARGETS – 2024	ACTION STATUS	ACTIONS RESULTS
<p>Actively engage in community events and activities.</p>	<p>Attend or host a minimum of eight (8) events per calendar year.</p> <p>Host a vibrant and engaging event to celebrate National Indigenous Peoples Day.</p>	<p>Completed / Ongoing</p>	<p>Participated / hosted thirteen (13) events in 2024.</p> <p>Celebrated National Indigenous Peoples Day in June through a Cook-Along employee event spotlighting the history and significance of Bannock and Three Sisters Soup in Indigenous culture.</p> <p>Strengthened community relationships by participating in Habitat for Humanity Builds in Grey-Bruce Region and coordinating a 'Day of Play' off-site event with Six Nations Tourism on Chiefswood National Historic Site.</p> <p>Events also included local Pow Wows, community tours and a fundraiser golf tournament in Saugeen</p>
<p>Execute a thorough communication plan on Indigenous events and local involvement.</p>	<p>Post a minimum of sixteen (16) internal communications.</p> <p>Include language translations and/or other cultural awareness components to all internal communication.</p> <p>Ensure a separate and focused communication channel is used to encourage management / executive level participation.</p>	<p>Completed / Ongoing</p>	<p>Created twenty-two (22) internal communications.</p> <p>Included a language translation on all posts.</p> <p>In months where an event was not happening, internal communication was focused on cultural awareness and employee education.</p> <p>A Microsoft Teams channel dedicated to Management Team Members was used to promote Indigenous Relations events to the Management and Leadership Teams.</p>
<p>Develop a method and mechanism to donate funds for events or fundraisers within Indigenous Communities where we operate.</p>	<p>Budget \$15,000 annually to provide various events or fundraising opportunities within Indigenous Communities where we operate.</p> <p>Formalize processes and methods for Indigenous communities and businesses to request donations.</p>	<p>Completed / On Track</p>	<p>Donated \$13,500 in 2024 to support Indigenous community events and initiatives, including pledging funds to a school lunch program, golf tournament fundraiser, and monies towards a local women's shelter that supports Indigenous community members.</p> <p>Drafted a Donation Policy to capture application and approval processes to enable Indigenous communities or businesses to request support from Lakeside (financial or in-kind support). To be implemented in 2025.</p>

Pillar 4: Business Development

We will strategically seek to establish and nurture mutually beneficial business relationships with Indigenous-owned businesses, targeting those within our operating Provinces of Ontario and Manitoba and local to our regional offices.

OUR ACTIONS	OUR TARGETS – 2024	ACTION STATUS	ACTIONS RESULTS
<p>Create framework of support to facilitate ease of doing business with Lakeside for Indigenous businesses.</p>	<p>Review supplier approval process and remove any barriers.</p> <p>Develop 'Procurement Process at Lakeside' webinar for suppliers.</p>	<p>On Track</p>	<p>Focused conversations with Indigenous suppliers who have previously done business with Lakeside. Engaged in conversations to strengthen Indigenous supplier relationships while identifying new businesses for future projects.</p> <p>Developed concept for procurement webinar for suppliers. To be actioned in 2025.</p>
<p>Identify and engage with suppliers aligned to our business's core competencies.</p>	<p>Add five (5) new Indigenous suppliers through our Approved Supplier process.</p> <p>Maintain Procurement Champion status with Canadian Council for Indigenous Business (CCIB).</p>	<p>Completed / Ongoing</p>	<p>Identified and actively engaged in communication with seven (7) Indigenous businesses new to Lakeside. Communication channels included email, phone, and virtual meetings.</p> <p>Added five (5) of the contacted Indigenous-owned businesses to our Approved Supplier List for future business opportunities.</p> <p>Used Indigenous Procurement channels, such as Tealbook, to post about business opportunities and find Indigenous-owned business.</p>
<p>Explore and participate in opportunities for mentorship.</p>	<p>Join a program, develop a program, or identify opportunities to provide mentorship.</p>	<p>Ongoing</p>	<p>Explored opportunities and engaged in conversations for mentorship.</p>

PROGRAM HIGHLIGHTS

2023-2024 Indspire Scholarship Recipients: Congratulations to our Lakeside Indigenous Student Award Recipients!

We are thrilled to share that our Indigenous Relations Working Group has made significant strides this year with our Indspire Scholarship Program!

As part of our ongoing commitment to recruiting and retaining Indigenous talent, we've partnered with Indspire's Building Brighter Futures program to support Indigenous students in their educational pursuits. Over the past year, Lakeside proudly contributed \$4,400.00 to the Building Brighter Futures program and thanks to a government matching initiative, we were able to double our impact, providing a total of \$8,800.00 in scholarships. This means we doubled the number of students we could support on their educational journeys!

THROUGH THESE DONATIONS, WE'VE BEEN ABLE TO ASSIST:

- One student pursuing Carpentry at Canadore College
- One student specializing in HVAC at Cambrian College
- One student studying Civil Engineering at the University of Saskatchewan
- One student training as a Glazier at the Southern Alberta Institute of Technology (SAIT Polytechnic)

We wish these students all the best with their continuing education!

VISIT THEIR WEBSITE FOR MORE INFO:

<https://indspire.ca/programs/students/bursaries-scholarships/>



**BUILDING
BRIGHTER
FUTURES**

Scholarships, Bursaries and Awards



SIX NATIONS 'DAY OF PLAY' EVENT

