

2025



# Indigenous Relations Annual Report 2025

*Company*

Lakeside Process Controls

*Prepared by*

Bhapkar, Jai

# 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, targeting 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 industry and the markets we serve to be sustainable and competitive. Achieving this vision depends on strong, respectful partnerships with communities and businesses, grounded in trust, collaboration, and shared purpose. Indigenous Relations is an important part of this responsibility. At Lakeside, we are proud of the employees who continue to champion this work and who are committed to building meaningful, long-term relationships with Indigenous communities and Indigenous businesses.

This report outlines the actions and progress made throughout 2025 to advance our Indigenous Relations program.

Building on the achievement of Bronze Certification under the Canadian Council for Indigenous Business' Partnership Accreditation in Indigenous Relations (PAIR) program in 2023, 2025 marked a year of increased program maturity and consistency. Our focus continued to shift from foundational development toward strengthening governance, improving the quality of engagement, and embedding Indigenous Relations more intentionally across our programs and practices. Through our Annual Action Plans, we remain committed to taking structured and measurable steps forward, while continuing to learn and adapt.

Throughout 2025, we saw continued momentum through increased leadership engagement, more intentional supplier relationships, and community-focused activities. Lakeside leaders increased their presence at internal events and Indigenous-focused procurement forums, creating opportunities for direct learning and dialogue with Indigenous suppliers. We also identified new ways to increase the visibility of Indigenous suppliers within our organization and actively sought feedback from existing Indigenous-owned partners to better understand how we can support long-term, mutually beneficial relationships. In parallel, our team delivered a range of engagement and awareness initiatives, combining external community participation with internal education through events, interactive activities, and regular communications highlighting Indigenous culture, history, and opportunities for involvement.

We remain committed to the continued growth and sustainability of our Indigenous Relations program and to fostering respectful, mutually beneficial relationships with Indigenous communities and Indigenous businesses. As we look ahead, we are encouraged by the progress made in 2025 and remain focused on listening, learning, and advancing our efforts in a thoughtful and responsible way.

Sincerely,



*Greg Houston*  
President and CEO



*Stephanie Enright*  
Vice President, Talent Management  
IRWG Executive Sponsor



*Jai Bhapkar*  
Manager, Inside Sales  
IRWG Chair

# 2025 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 – 2025	ACTION STATUS	ACTIONS RESULTS
<p><b>Consistent internal communication on Indigenous Relations efforts, opportunities, and achievements.</b></p>	<p>Two (2) company-wide Leadership communication 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>1. President presented Indigenous Relations Actions and Opportunities via company-wide communication session.</p> <p>2. Annual report communicated company-wide</p> <p>Sent thirty (30) 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, 2025.</p>
<p><b>External learning via leadership attendance at Indigenous-focused conferences or events.</b></p>	<p>Attend a minimum of two (2) Indigenous focused conferences or events per calendar year.</p>	<p>Completed</p>	<p>Attended the CCIB Supply Change Conference in March 2025.</p> <p>Attended the CCIB Manitoba Supply Change Conference in November 2025.</p>
<p><b>Enhanced Leadership presence at Indigenous Activities and Events.</b></p>	<p>50% of all Activities/Events contain Leadership presence.</p>	<p>Completed / Ongoing</p>	<p>Lakeside Leadership was present or participated in 9 events out of 13 events organize this year.</p>
<p><b>Establish formal audit process and annual program documentation to govern Indigenous Relations Actions.</b></p>	<p>Audit Indigenous Relations program to ensure targets results are captured and gaps/opportunities are identified and addressed.</p>	<p>Completed / Ongoing Annually</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 – 2025	ACTION STATUS	ACTIONS RESULTS
<p><b>Increase the number of employees who identify as Indigenous, including the number of Indigenous employees in Leadership positions.</b></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>1.67% of employees within Individual Contributor roles and 0% of employees within Leadership positions self-identified as Indigenous through our Annual Employee Demographic survey in February 2026.</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><b>Partner with Indspire to invest in their scholarship program for Indigenous post-secondary studies.</b></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.</p> <p>Scholarships were awarded to four (4) post-secondary students studying within the provinces of Ontario and Manitoba for school year 2024/2025. Award amounts were evenly distributed at \$2200 per recipient.</p>
<p><b>Revise external company website to enhance supports and resources for preparing to interview at Lakeside.</b></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 – 2025	ACTION STATUS	ACTIONS RESULTS
<p><b>Actively engage in community events and activities.</b></p>	<p>Attend or host a minimum of eight (10) 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 2025.</p> <p>Celebrated National Indigenous Peoples Day in June through a Cook-Along employee event (Three Sisters Salad) and spotlighting the history and significance in Indigenous culture.</p> <p>Strengthened community relationships by participating in Habitat for Humanity Builds in Grey-Bruce Region and participating in a few other local events.</p> <p>Events also included attendance at local Pow Wows, Indigenous supplier conferences, Youth Leadership Gala and a fundraiser golf tournament in Saugeen.</p>
<p><b>Execute a thorough communication plan on Indigenous events and local involvement.</b></p>	<p>Post a minimum of sixteen (20) 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 and posted thirty (30) internal communications in 2025.</p> <p>Included a language translation on all posts leading up to National Indigenous History Month (June 2025), we shared informative posts to educate on the history and significance of notable Indigenous figures, which culminated in an interactive game of learning for all employees.</p> <p>In other 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 the Management Team Members was used to promote Indigenous Relations events to the Management and Leadership Teams.</p>
<p><b>Develop a method and mechanism to donate funds for events or fundraisers within Indigenous Communities where we operate.</b></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 / Ongoing</p>	<p>Donated \$4,131 in 2025 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. In addition, donated \$7,500 to the Bruce Power Community Development Fund, directly supporting local communities. This raised our total to \$11,631.00 for 2025.</p> <p>Released 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).</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 – 2025	ACTION STATUS	ACTIONS RESULTS
<p><b>Create framework of support to facilitate ease of doing business with Lakeside for Indigenous businesses.</b></p>	<p>Review supplier approval process and remove any barriers.</p> <p>Develop a simplified process to become an approved supplier for Lakeside.</p>	<p>Completed / Ongoing</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. Submitted a supplier feedback survey to existing Indigenous suppliers.</p> <p>Created a supplier landing page on our website to simplify supplier approval process for prospective Indigenous suppliers.</p>
<p><b>Identify and engage with suppliers aligned to our business's core competencies.</b></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>Promoted approved suppliers within our organization by posting write-ups on selected suppliers.</p> <p>Used Indigenous Procurement channels, such as the Supply Change Marketplace to post about business opportunities and find Indigenous-owned business.</p> <p>Increase quality of supplier engagements and published (3) internal posts promoting Indigenous suppliers.</p>
<p><b>Explore and participate in opportunities for mentorship.</b></p>	<p>Join a program, develop a program, or identify opportunities to provide mentorship.</p>	<p>In Progress</p>	<p>Explored opportunities and engaged in conversations for mentorship.</p>

# PROGRAM HIGHLIGHTS

## *2024-2025 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/>



# MOCCASIN IDENTIFIER EVENT



# HABITAT FOR HUMANITY BUILD AT SAUGEEN FIRST NATION

