



McCrum's Aboriginal Policy

McCrum's Office Furnishings is an Aboriginal company who believes in building trusting, fair, equitable, and mutually beneficial relationships with industry and government.

Principles

McCrum's is committed to building relationships with industry, government and Aboriginal Peoples. To achieve this, McCrum's will govern itself by the following principles:

- We recognize the legal, constitutional rights, and Treaty rights of Aboriginal Peoples.
- We recognize that there are distinct Aboriginal Nations with unique cultures, languages and priorities.
- We commit to honest and transparent relationships with industry, government and Aboriginal Peoples.
- We commit to working with Aboriginal Peoples, Aboriginal leadership and their membership to achieve benefits for them through training, employment, and business development.

Implementation

McCrum's will reasonably commit to the following:

- Exceed industry and government expectations regarding Aboriginal inclusion in projects and ongoing operations.
- Provide sustainable employment opportunities for Aboriginal Peoples within all levels of our organization:
 - Training and employment that will provide Aboriginal Peoples with industry skills
 - Mentorship and coaching skills for growth within our organization
- Sponsorship to communities that will have a direct impact on cultural and employment initiatives.

McCrum's commits to ongoing Aboriginal awareness education to our employees, affiliates and contractors on our principles, goals and commitments to ensure mutual success.