

# Indigenous Reconciliation Action Plan (IRAP)

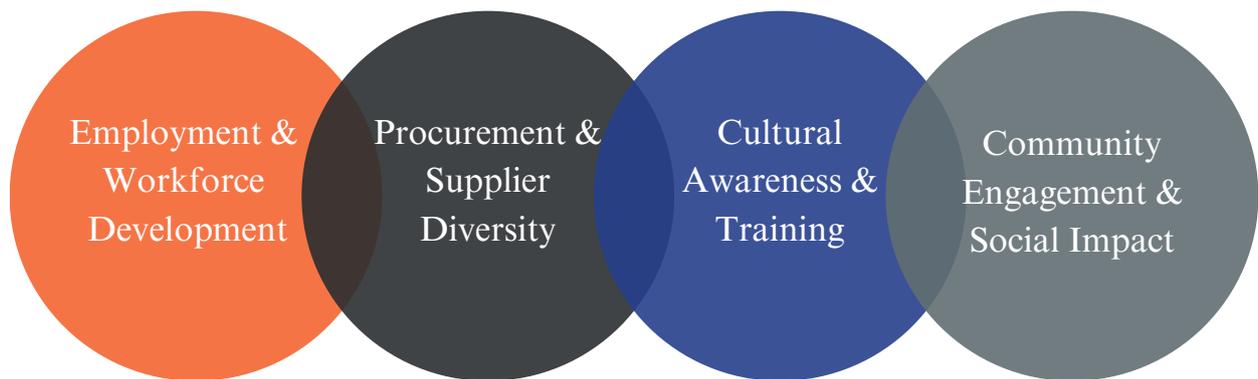
## Overview

As an **Indigenous-owned company**, Telecom Computer Inc. is dedicated to promoting economic opportunities, cultural awareness, and reconciliation within our operations and the broader technology industry. Our Indigenous Reconciliation Action Plan (IRAP) aims to support Indigenous communities, foster genuine partnerships, and promote economic inclusivity, aligned with the **Truth and Reconciliation Commission (TRC) Calls to Action** and the **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)**

<b>Economic Empowerment</b>	<b>Cultural Respect</b>
<p>Prioritizing opportunities for Indigenous individuals and businesses within the ICT sector.</p>	<p>Respecting and upholding the inherent rights, cultural heritage, and diverse perspectives of Indigenous peoples.</p>
<b>Accountability &amp; Transparency</b>	<b>Collaboration</b>
<p>Commit to maintaining transparency in our reconciliation efforts through thoughtful communication with our customers and vendors about progress and improvements.</p>	<p>Prioritize building trust and collaboration, our approach ensures that reporting remains aligned with our broader commitment to authenticity and responsible engagement.</p>

## Goals & Actions

The IRAP applies to all areas of Telecom Computer Solution's business operations, including:



### **Employment & Workforce Development**

**Objective:** Increase Indigenous employment within Telecom Computer Inc. and the wider ICT industry.

**Actions:**

- Create internship and mentorship programs for Indigenous youth, aligned with our [Indigenous Sponsorship & Education Grant Policy](#).
- Provide career development opportunities and cultural sensitivity training for all employees.
- Partner with post-secondary institutions to sponsor scholarships and promote IT and Computer Science education for Indigenous students.

### **Procurement & Supplier Diversity**

**Objective:** Ensure fair access and opportunities for Indigenous businesses in procurement processes.

**Actions:**

- Increase internal spend with Indigenous and minority-owned businesses.
- Advocate for a procurement structure that prevents larger firms from creating artificial Indigenous subsidiaries to win contracts.
- Collaborate with Indigenous business councils and advocacy groups to promote fair competition and economic growth.

## **Cultural Awareness & Training**

**Objective:** Foster a workplace culture of respect and understanding for Indigenous peoples.

**Actions:**

- Provide **Indigenous Awareness Training** for all non-Indigenous employees, enhancing awareness of Indigenous history, perspectives, and rights.
- Observe and celebrate Indigenous cultural events within company operations.
- Provide learning resources on **UNDRIP and TRC Calls to Action** to all employees.
- Engage with Indigenous communities to guide our reconciliation efforts and cultural initiatives.

## **4.4 Ethical Partnerships Community Engagement**

**Objective:** Promote responsible and ethical engagement in all collaborations involving Indigenous stakeholders.

**Actions:**

- **Advocacy for Ethical Practices:** Lead efforts to establish and promote ethical standards for partnerships involving Indigenous stakeholders, ensuring integrity and respect are foundational to all collaborations.
- **Transparency & Accountability:** Advocate for transparency in joint ventures and business partnerships, encouraging fair representation and equitable benefit-sharing for Indigenous communities.
- **Collaboration with Indigenous Organizations:** Work closely with Indigenous business councils, advocacy groups, and communities to establish best practices and frameworks for ethical engagement.
- **Educational Initiatives:** Provide resources and guidance to partners and stakeholders on ethical engagement practices, emphasizing the importance of mutual respect, trust, and cultural sensitivity.

## **Accountability & Reporting**

Our commitment to reconciliation is supported by ongoing measurement and thoughtful communication of our progress.

<b>Progress Updates:</b>	<b>Performance Metrics:</b>	<b>Communication:</b>
Provide periodic updates to customers, vendors, and stakeholders on key developments related to employment, procurement, cultural awareness, and community engagement.	Track progress through metrics such as supplier diversity, community engagement initiatives, and cultural awareness training completion.	Share relevant progress information directly with stakeholders to maintain transparency and strengthen collaborative relationships.

## **Review & Continuous Improvement**

We are committed to evolving our Indigenous Reconciliation Action Plan to reflect changing goals, feedback, and business growth.

### **Annual Review:**

The IRAP will be reviewed annually to assess achievements, identify areas for improvement, and incorporate feedback from Indigenous partners and communities.

### **Leadership Accountability:**

Executive leadership will ensure progress towards all goals and commitments, with a focus on meaningful, respectful, and sustainable engagement.