



Northstar Frontier Services Inc.

705-222-STAR (7827) phone
705-222-2FAX (2329) fax

2912 Poole Crt, Unit 1
Val Caron, ON P3N 1B2
www.northstarfrontier.com

Indigenous Acknowledgement Policy Statement


Northstar Frontier Services Inc. recognizes that it operates on the traditional and unceded territories of many Indigenous nations across Canada. We acknowledge the enduring presence and resilience of the First Nations, Inuit, and Métis peoples, who have lived on these lands since time immemorial. We respect their cultures, languages, rights and aspirations, and honour their contributions to Canadian society.

We are committed to fostering a positive and respectful relationship with Indigenous peoples, based on the principles of reconciliation, collaboration, and mutual benefit. We strive to learn from their knowledge and wisdom, to support their economic and social development, and to promote their participation and inclusion in our business activities. We respect the constitutional rights of the Indigenous peoples, including the right to self-government and economic autonomy.

At Northstar Frontier Services Inc., we value diversity, inclusion and equity as essential elements of our business success. We are committed to providing equal opportunities for all qualified candidates, regardless of their race, ethnicity, gender, disability, age, sexual orientation or any other prohibited grounds of discrimination. We recognize that Indigenous peoples are among the most underrepresented and marginalized groups in the Canadian labour market, and Northstar is determined to change this reality. We have developed and implemented an employment equity plan to increase Indigenous peoples' representation in our workforce. Our plan includes the following actions:

- Actively recruiting Indigenous candidates through various channels, such as job fairs, online platforms, community organizations, and Indigenous media outlets.
- Providing unbiased and equal opportunities to Indigenous candidates in our hiring, promotion and other employment processes, in accordance with the Canadian Human Rights Act.
- Providing a welcoming and respectful work environment for our Indigenous employees, where they can feel valued and included.
- Fostering a culture of awareness and appreciation of the diversity, history and contributions of the First Nations, Inuit, and Métis peoples.

By embracing Indigenous peoples' talents, skills and experiences, we enhance our innovation, creativity, and competitiveness in the remote camp industry.



Jim Duff
General Manager

September 27, 2023
Date