

# PAR COMMITMENT STATEMENT

## LISTENING. LEARNING. GROWING.

WSN is committed to listening, engaging and investing in positive relationships with First Nations, Metis and Inuit communities while honouring their social, cultural and spiritual identities in the areas where we work and live.

As a leadership team, we acknowledge that there is extensive work ahead as we look towards a more inclusive, transparent, and respectful future for Aboriginal Relations. Our organization is committed to taking the necessary steps to see this vision become reality.

As we listen and learn the following four drivers are the foundation of our efforts:

- Leadership Actions
- Employment
- Business Development
- Community Relationships

These four drivers impact every aspect of our business, ensuring that WSN is pursuing a healthy work environment and relationships that support prosperity in Aboriginal communities. As organizational leaders, our mission is to reinforce WSN's focus on Aboriginal relations.

When looking at employment, we are focused on recruiting and retaining Aboriginal talent, supporting their career development and advancement, and promoting mobility of

Aboriginal employees throughout employment sectors and levels.

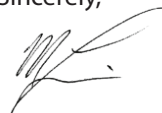
We support cross-cultural sensitivity training as well as the training and support for existing or prospective Aboriginal employees.

We are committed to investing both time and money into the development of business relationships with Aboriginal-owned businesses.

When looking outside of our organization, we are determined to support the communities where we live and work. We will provide time and resources to develop and sustain positive and progressive relationships with Aboriginal communities, groups and stakeholders.

Through continued integration and action, we will work together as an organization to nurture and sustain positive and progressive relationships.

Sincerely,



**Michael Fournier**  
Senior Vice President/General Manager