

Indigenous Relations Policy

Life Benefit Solutions is committed to fostering respectful, meaningful, and mutually beneficial relationships with Indigenous Peoples across Canada. Our approach is guided by the four PAIR Drivers: **Leadership Actions, Employment, Business Development, and Community Relationships**.



1. Leadership Actions - We recognize that reconciliation begins with leadership. Our senior leaders actively champion Indigenous relations through:

- Clear policies that reflect our respect for Indigenous rights, cultures, and histories.
- Ongoing cultural awareness and reconciliation training for all staff.
- Transparent communication strategies that include Indigenous voices and perspectives.
- Regular review and accountability measures to ensure continuous improvement.



2. Employment - We strive to create an inclusive workplace that reflects the diversity of the communities we serve:

- Partnering with Indigenous employment agencies, colleges, and training programs to recruit Indigenous talent at all levels.
- Supporting career development through mentorship, training, and leadership opportunities.
- Creating a culturally safe and welcoming environment that values Indigenous knowledge and lived experience.
- Tracking representation and progress toward employment equity goals.



3. Business Development - We are committed to economic reconciliation by supporting Indigenous entrepreneurship and procurement:

- Prioritizing partnerships with Indigenous-owned businesses, including vendors, artisans, and service providers.
- Maintaining a growing directory of Indigenous suppliers and tracking our procurement spend.
- Engaging Indigenous consultants and motivational speakers to enrich our programs and events.
- Promoting capacity-building and long-term business relationships that benefit both parties.



4. Community Relationships - We believe in building trust through presence, listening, and shared experiences:

- Conducting regular on-site visits to Indigenous communities to understand local needs and priorities.
- Hosting education seminars, employee meetings, and plan administrator workshops tailored to each community.
- Supporting cultural events such as feasts, pow-wows, and Treaty Days as part of our commitment to relationship-building.
- Customizing benefit solutions that bridge gaps in government healthcare programs, based on direct community feedback.

Our Commitment - We acknowledge the unique needs of Indigenous Peoples and are dedicated to continuous learning, respectful engagement, and meaningful action. Our policy is a living document, evolving through dialogue, reflection, and collaboration with Indigenous communities.