
Corporate Indigenous Policy

FEBRUARY 2, 2022

Version 2.0

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1. Purpose

It is the objective of this policy to build the capacity of Indigenous peoples and communities and create opportunities in support of fair and equitable participation in the electricity sector.

2. Scope

This policy applies to all IESO employees, programs, and initiatives.

3. Policy Statements

3.1 Principles

- 3.1.1 The IESO will foster mutual trust, accountability, understanding, and respect as the critical foundations for relationships with Indigenous communities.
- 3.1.2 The IESO will take actions that will lead to meaningful outcomes for electricity sector participation, consistent with the IESO's commitment to an affordable and reliable supply of electricity.
- 3.1.3 The IESO will be inclusive of Indigenous perspectives and interests and promote diversity within its workforce.
- 3.1.4 The IESO will support capacity building of Indigenous communities and peoples, particularly youth, to enable equitable participation in the electricity sector.
- 3.1.5 The IESO will engage with Indigenous communities in a meaningful and timely manner, and in a way that recognizes the uniqueness of each community, to enable the IESO to effectively identify and understand Indigenous interests so as to inform the design and delivery of the IESO's programs and initiatives. The IESO will do so in a way that is consistent with the IESO's Engagement Principles.
- 3.1.6 In those instances where the IESO is delegated the duty to consult by the Crown, the IESO will strive to provide adequate time, information and resources to First Nation and Métis communities to ensure that their participation is meaningful, and where potential impacts to Aboriginal or Treaty Rights are identified, work with the communities and the Crown towards addressing those concerns.
- 3.1.7 The IESO will review and update this policy at least every three years. The review process will provide opportunity for input from Indigenous communities, businesses and organizations.

4. Responsibilities

4.1 Policy Owner

- 4.1.1 The CEO appoints the Vice President, Corporate Relations Stakeholder Engagement and Innovation as owner of this Policy and as recorded in the Master Policy. The owner is the sole approver of this Policy.

4.2 Policy Steward

- 4.2.1 The Policy Owner may delegate day-to-day responsibility for one or more aspects of a Policy, possibly including implementation, periodic review, or compliance to a Policy Steward.
- 4.2.2 The Policy Owner delegates the following responsibilities for this Policy to the Supervisor, Relationships, Indigenous Relations as the steward of this Policy:
- Periodic review of policy

4.3 Policy Reviewers

4.3.1 The policy reviewers, as stakeholders, of this Policy are:

- Director, Corporate Affairs
- Director, Talent Management
- Director, Transmission Planning
- Senior Manager, Engagement and Indigenous Relations
- Senior Manager, Procure-to-Pay
- Supervisor, Relationships, Indigenous Relations

5. Procedures

5.1 Priorities

- 5.1.1 This section 5.0 outlines how the IESO and its employees will work with Indigenous communities to meet the IESO's commitment to an affordable and reliable supply of electricity, through education, capacity building, and by creating new opportunities for Indigenous businesses and peoples.
- 5.1.2 Opportunities for businesses: the IESO will strengthen its relationships with Indigenous businesses and continuously explore ways to address existing inequities of access to opportunities in the electricity sector, including through competitive procurement processes.

- 5.1.3 Opportunities for youth: the IESO will work with post-secondary co-op programs to increase opportunities for Indigenous students from across the province, and will support students in academic programs relevant to IESO workforce needs through awards and internships that will lead to a more inclusive and diverse IESO.
- 5.1.4 Opportunities for communities: the IESO will deliver targeted programs that recognize the unique challenges facing First Nations and Métis communities and that seek to build capacity for their ongoing participation in the electricity sector.
- 5.1.5 Raising awareness: in response to the 2015 Truth and Reconciliation Commission's Calls to Action, the IESO will provide regular training to its staff on the histories of Indigenous Peoples and communities today, to provide the skills needed to work effectively with and be allies to First Nations and Métis communities.

6. Approval

6.1 Policy Owner and Approver

- 6.1.1 Name: Carla Y. Nell
- 6.1.2 Organizational Position: Vice President, Corporate Relations Stakeholder Engagement and Innovation
- 6.1.3 Date Approved: February 2, 2022

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