



INDIGENOUS RELATIONS POLICY

EASTPOINT ENGINEERING LTD.
EASTPOINT ARCHITECTURE PARTNERSHIP



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2025

EastPoint is committed to meaningful, long-term relationships with Indigenous communities. This policy reflects our dedication to supporting Indigenous self-determination and sustainable communities in support of Truth and Reconciliation.



Guiding Principles

Respect: EastPoint acknowledges that the lands we work on are the traditional territories of Indigenous Peoples. We are grateful to live and work here and build respectful, lasting partnerships. Recognizing Indigenous Peoples' deep connection to land, waters, and resources, we integrate Indigenous knowledge, cultural traditions, legal rights, and perspectives into our projects.

Awareness: EastPoint provides ongoing training to deepen employees' understanding of Indigenous histories, cultures, and values. By strengthening cultural awareness, we create an environment where employees contribute positively to relationships with Indigenous communities.

Engagement: EastPoint works with Indigenous communities to develop engagement approaches suited to each community's unique needs. We value transparent, open, and culturally appropriate dialogue, helping Indigenous leaders and their communities access the information needed to shape decision-making. We also seek to work with Indigenous-owned consultation firms with established community relationships.

Inclusion: EastPoint embraces Two-Eyed Seeing, which unites Indigenous and Western knowledge systems and values Indigenous perspectives in decision-making. We are committed to fostering meaningful participation and creating opportunities to support careers for Indigenous professionals in technical fields through mentorship and partnership opportunities, both within our organization and our industry networks.

Collaboration: Through a collaborative approach, EastPoint seeks to build lasting partnerships and deliver projects that align with community priorities and values.

Capacity Building: EastPoint prioritizes initiatives that empower Indigenous Peoples, communities, and businesses. This includes mentorship, knowledge sharing, Indigenous involvement in technical services, and fostering pathways for meaningful participation in project development and delivery.



Commitment to Action

Our policy is not static. Each year, EastPoint evaluates its approach, incorporating feedback from Indigenous clients, partners, and communities.

In 2025, EastPoint will:

- ✓ Increase collaboration with Indigenous-owned businesses by enhancing mentorship opportunities and technical partnerships.
- ✓ Continue offering training programs so all employees are equipped with cultural competency skills that foster deeper connections with Indigenous communities. 2025 will mark the fourth consecutive year that EastPoint closes its offices National Day for Truth and Reconciliation, encouraging employees to take the time to deepen their understanding of its significance and the ongoing impacts of colonial history.
- ✓ Develop targeted initiatives that support Indigenous Peoples exploring or pursuing careers in architecture, engineering, and sustainable services.

EastPoint's Indigenous Policy serves as the foundation for our commitments and principles. This policy is reviewed annually to reflect evolving needs and opportunities for deeper collaboration.

Nick Tobin, P.Eng.
President

