



Our Journey Towards Reconciliation

Tridel's Reconciliation Action Plan
2023-2025



Land Acknowledgment

Tridel acknowledges our employees gather and our communities are built on the traditional territories of the Anishinaabeg, the Haudenosaunee, Chippewa, and the Wendat peoples, and are on the Treaty territory with the Mississaugas of the Credit First Nation. We recognize the GTA is home to many diverse nations from around Turtle Island*.

We are grateful for Indigenous peoples' stewardship of the Lands and Waters our business relies on.

**The continent of North America is often referred to as Turtle Island by some Indigenous peoples.*

About the Artwork

The Seven Grandfathers' teachings are represented here as simple but powerful words of **Truth, Love, Respect, Bravery, Wisdom, Honesty** and **Humility**. These words were meant to be lived. Today we see these words, but how these words came to the people was from a boy who went on a journey across the universe with these sages known as the Seven Grandfathers who gave him the powers of each of these words to live by.

We are now in a time called: the Eighth Fire, a place where we will need to know what these words really mean. They say these words are about this new time, as we are now in a time of the Spirit. While this time is the time of the Spirit, it is also a time to use our hearts to think, which means long-term thinking, and legacy thinking. Meaning: what we do today is about leaving something for future generations seven generations from now. How best to understand this statement is to see a path in front of us that divides into two roads: a dark road and a light road, and we must choose the right one. Most would prefer the light road, but in this case, we need to choose the dark road because this road asks us to use heart thinking in order to find our way with that intuitive sense. And by utilizing this way of finding our path, we are, in fact, using our hearts to think. This is the way of the future.

All the white animals represent this moment, as they are telling us that the Eighth Fire is here, and it's time to change our ways. Our new leaders will be like these white animals showing us which way to go but doing so at significant risk to their own lives. Because they can no longer blend into their environment with their camouflage giving them safety. Our new leaders will be shining like the white animals pointing the way, much like the artist who has been regarded as the avant-garde of our society, because they are finding a way to the future while at the same time giving the world a sense of hope.

Philip Cote MFA, Young Spiritual Elder 2023

About the Artist - Philip Cote, MFA

Philip Cote is a Young Spiritual Elder, Artist, Activist, Historian and Traditional Wisdom Keeper of Moose Deer Point First Nation. He has additional First Nations Affiliation with Shawnee, Lakota, Potawatomi, Ojibway, Algonquin, and Mohawk. He is a Sundancer, Pipe Carrier and Sweat Ceremony leader.

As an Indigenous artist, the purpose of Cote's research is to unearth, and reveal, his cultural experience and knowledge of signs of Indigenous symbols, language and interpretation.

Openings are thus created both within the archive/academia and the broader public that enable these embedded stereotypes to transform under the gaze of an Indigenous-based interpreted presence and intervene in the cross-generational colonial bias.

Learn more about Philip Cote at tecumsehcollective.wixsite.com/philipcote

About the Graphic Designer - MAAIINGAN Productions

MAAIINGAN Productions is an award-winning whole communications company based in downtown Toronto and Wasauksing First Nation, Ontario offering graphic design, web development, video production and photography with a focus on identity and brand development and advertising. MAAIINGAN team members are dynamic Indigenous professionals with expertise in non-profit community and arts-centred management.

Learn more about MAAIINGAN Productions at maaiingan.com



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From Our President

As a community builder in Toronto, we are grateful for the lands we build on and conduct business. We also understand and acknowledge that our company's operations across the city have influenced the lives of Indigenous peoples and their traditional territories.

At Tridel, we have a proud history of construction quality, customer service excellence, and a positive social impact in the communities we build. Our experience of 90 years has taught us that we have a responsibility to create communities where everyone can thrive and feel a sense of belonging.

As our company continues to grow and evolve, we are steadfast in seeking ways to support reconciliation with Indigenous peoples. Our journey began with active listening and reflection; now, we are ready to present our Reconciliation Action Plan, a first in our company's history, demonstrating our commitment to amplifying and empowering Indigenous voices.

Our Plan is a roadmap for us to create progressive change. With three foundational pillars – People, Collaboration, and Procurement – it will guide our organization over the coming years on this journey.

We are committed to fostering deep connections with Indigenous communities, organizations, and businesses to deliver on our goals, working with our network of industry and community partners to advance opportunities for Indigenous peoples and Indigenous-owned businesses. We will also seek to increase awareness and education among our existing employees and to cultivate an

environment where Indigenous talent can succeed.

We know our organization and our industry have much to contribute to reconciliation and we encourage others to similarly listen and learn about the unique opportunities to collaborate and support Indigenous communities and peoples.

We thank those who have worked with us on our journey, including Chief Stacey Laforme of the Mississaugas of the Credit First Nation, and Creative Fire, an Indigenous-owned firm that helped us understand what was important to Indigenous peoples and how to align

those priorities with demonstrable and actionable steps toward a shared vision.

The publication of our Plan is one step forward in our journey toward reconciliation and will guide us on a path to a more inclusive and equitable future.

Thank you for reading our report. We look forward to sharing our progress with you.

Jim Ritchie
President



About Our Company

With nearly 90 years of experience and over 89,000 homes, we are a home builder of condominium residences in the Greater Toronto Area (GTA). For us, our Built for Life® tagline reflects our commitment to quality in all we build and do, and Built Green Built for Life® reflects our commitment to sustainable building practices.

With every new community, we look to redefine how we think of city-building with the goal of becoming a precedent to inspire future generations. As a company, we have established a reputation and strong brand recognition for developing innovative residential communities, with a focus on people at the core of everything we do.

As Canada's largest builder of sustainable condominiums, our communities are designed and built with thoughtful intention. We take pride in our renowned craftsmanship by working with reputable suppliers and skilled trades that produce unsurpassed quality and exceed industry performance guidelines. Our buildings integrate into the community with spectacular architecture, considering location, how people will use and interact with the space and the needs of the community and

environment. Further, we advance our efforts to include methodologies and technologies that prioritize ways to reduce our carbon footprint, as well as provide opportunities to build more sustainably, paving the way for the industry.

But our story goes beyond 'bricks and mortar'. We aim to connect people physically and emotionally to their environment, neighbours and communities.

Our success stems from a long-term commitment to doing what's right. Our community-first approach is central to our business and at Tridel, we take humble yet tremendous pride that our brand is synonymous with integrity, quality, customer service, innovation and

sustainability. Within Tridel's mature and strong family culture, we know success is not an accident but a result of a clear and shared purpose.



Our Journey Towards Reconciliation

As a community builder and corporate citizen in what we know today as Canada, Tridel will operate on a foundation of truth about this country's history and contribute to reconciliation between settlers and Indigenous people. All organizations in Canada hold significant power that can either enforce the 'status quo' through inaction or serve as a force for change. By drafting and publishing this Reconciliation Action Plan (RAP), Tridel is taking the first step to recognize past and ongoing injustices faced by Indigenous peoples and to take

action within our abilities to improve relationships with Indigenous peoples moving forward.

This Reconciliation Action Plan has been informed in response to the Truth and Reconciliation Commission of Canada's Calls to Action, particularly Call to Action 92, which urges the corporate sector to use their ability to influence their organization, sector and stakeholders to recognize and take positive action toward providing awareness and opportunities for Indigenous peoples.

The Start of Our Journey

We know that while this is the start of our reconciliation journey, there is no finish line.

This Reconciliation Action Plan includes several commitments which will require time, investment of resources, and continued dedication to deliver. To ensure alignment with reconciliation best practices, Tridel engaged Indigenous-owned consulting agency, Creative Fire to shape this Plan.

Through the sharing of resources, including existing policies and practices, as well as interviews with leadership, we were able to craft a plan that is realistic, feasible and forward-looking. To ensure our ideas were balanced with the perspective and voice of Indigenous people, Tridel engaged with Chief Stacey Laforme of the Mississaugas of the Credit First Nation (MCFN) and members of the Band Council prior to publishing this RAP and will continue to seek guidance from MCFN and other knowledge keepers. We have also had an opportunity to review the City of Toronto's 2022-2023 Reconciliation Action Plan and will endeavour to inform and influence our initiatives with its actions where it is identified as realistic, relevant and when possible.

In the meantime, we believe the prioritization of reconciliation at Tridel will allow the company to benefit from the inclusion of more diverse perspectives, the forming of relationships with communities that have deep knowledge of these lands, and engagement with Indigenous businesses and youth. It is both our responsibility to contribute to the advancement of reconciliation in Canada and our privilege to do so.

Unless otherwise noted, all commitments, targets and timelines included in this Reconciliation Action Plan cover the corporate operations of Deltera Inc., a member of the Tridel Group of Companies, and are limited to the development and construction services provided for the construction of Tridel-branded condominiums. Deltera Inc. is Tridel's project management service provider.






Our Purpose and Guiding Principles

Purpose

At Tridel, we aim to foster respect and prosperity for Indigenous peoples, communities and partners. To achieve this, we will remain grounded in our commitments to integrity, transparency and diversity, and ensure we have organizational support and infrastructure to embed the rights and interests of Indigenous peoples in our operations and beyond.



Guiding Principles

Learning and respecting the rights* and histories of Indigenous peoples in Canada

Welcoming and celebrating diverse perspectives in our organization, as we would in our own family

Building relationships with Indigenous communities through trust and mutually beneficial relationships

Leading in corporate responsibility, which must have Truth and Reconciliation at its foundation

Aiming to benefit Indigenous peoples as stewards of the land since time immemorial that our business relies on to thrive

Seeking Traditional Knowledge to inform our environmental stewardship of the land we build and work on

Remaining accountable to our commitments through progress tracking and reporting

**Rights are defined in this Reconciliation Action Plan on the basis of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Section 35 of 1982 of the Canadian Constitution.*





*Our Pillars
of Opportunity*



Pillars of Opportunity

Tridel's Reconciliation Action Plan seeks to focus on educating peers in the workplace and creating opportunities for collaboration between Indigenous and non-Indigenous peoples to advance economic development and reconciliation.



1

People

Tridel is committed to conducting business in a way that prioritizes diversity, equity and inclusion. This includes creating an environment where employees can enhance their cultural understanding and contribute to reconciliation. We will reflect on current processes, practices, and employment and training opportunities to evolve Indigenous inclusion in the workplace.

2

Collaboration

As a company built on strong values, Tridel understands the importance of community. We believe there are mutually beneficial opportunities to create and evolve greater relationships with Indigenous people. We commit to focus on bringing opportunities to individuals and communities to enhance collaboration and advance reconciliation.

3

Procurement

Tridel is committed to creating economic opportunities for Indigenous businesses by prioritizing qualified, diverse vendors and providing specialized support to help build capacity for Indigenous businesses to create economic prosperity and value in communities.

Our Action Plan Alignment with the Sustainable Development Goals (SDGs)

We recognize the importance of the United Nation's Global Agenda for Sustainable Development. Many of our company's sustainability initiatives, actions, goals and commitments support this vision of a more equitable and sustainable future for all.

Here are the selected SDGs we aim to align with through our reconciliation commitments.





Decent work & economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Reduced inequalities

Reduce inequality within and among countries



Sustainable cities & communities

Make cities and human settlements inclusive, safe, resilient and sustainable



Responsible consumption & production

Ensure sustainable consumption and production patterns



Partnerships for the goals

Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development





Pillar 1

People

People

Tridel has identified the following commitments, targets, and timing in relation to this RAP pillar as well as the relevant SDG alignment.




Commitment	Details	Target	Timeline	SDG
Create RAP Working Group	<ul style="list-style-type: none"> Formalize a RAP Working Group, including an Executive Sponsor The RAP Working Group will remain accountable to our Executive leadership team 	Group created	December 2022	
Enable employees and leaders to participate in Indigenous cultural celebration and reflection events	<ul style="list-style-type: none"> Identify and create opportunities for employees and leaders to participate in Indigenous cultural celebration and reflection events, and summarize them in a calendar Encourage every employee to participate in one cultural opportunity per year and designate time during the regular work schedule for them to do so Integrate these opportunities, as well as Indigenous cultural and educational content into the company's internal and external communications 	Calendar created Content integrated	February 2023 Ongoing	

“Attracting top talent means valuing different perspectives and thinking, which creates a richer culture for our employees. With that, we look for talent from a greater diversity of places. It also means fostering a work environment where everyone feels they can reach their full potential. We’re excited to continue providing training and engagement opportunities for current employees to further increase our knowledge of Indigenous matters and to ensure that future Indigenous talent feel they are welcomed and belong and can thrive in our organization.”

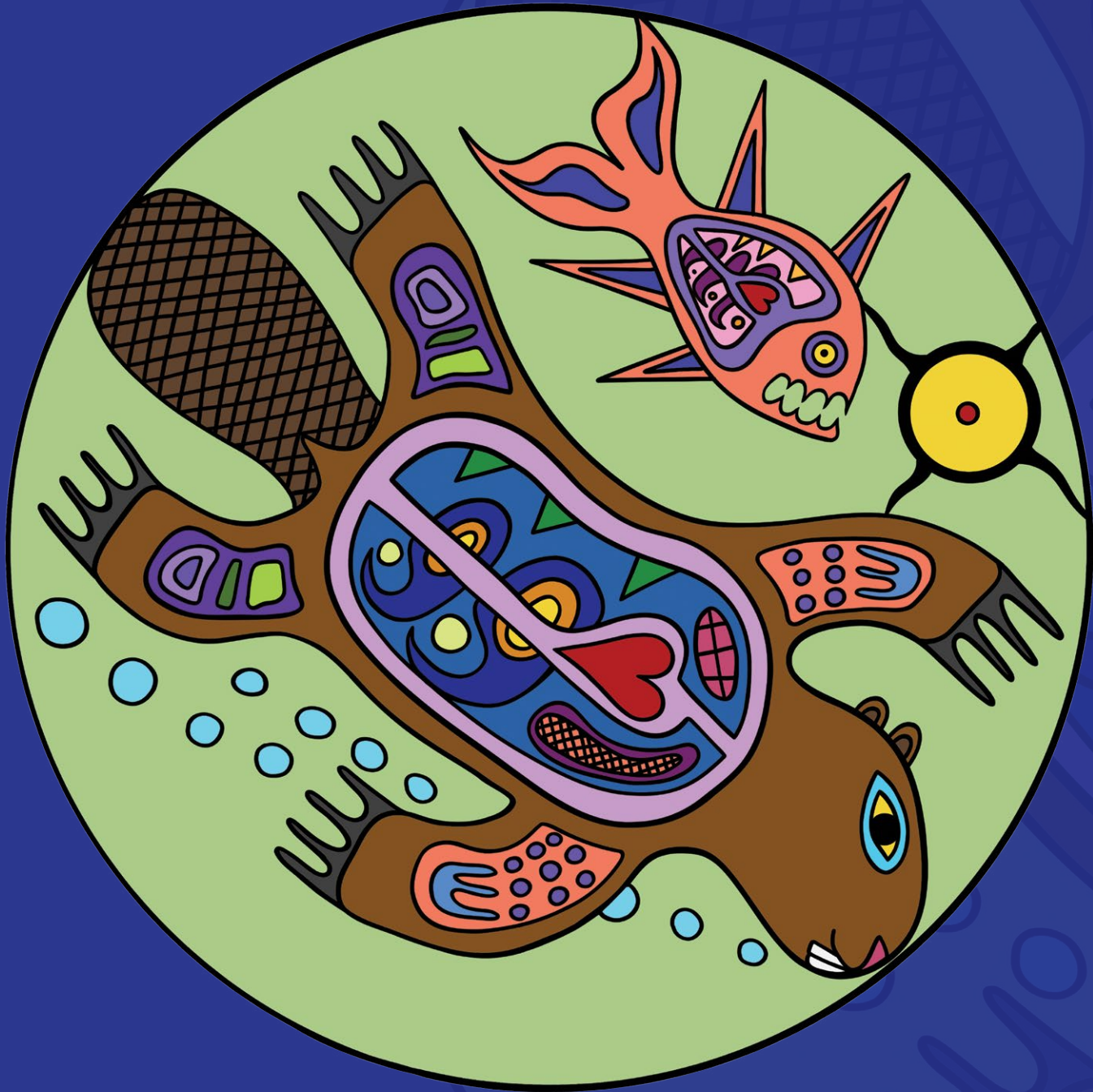


LEANNE JOFFRE
VP, PEOPLE & CULTURE



Commitment	Details	Target	Timeline	SDG
Create awareness of whose land Tridel is operating on	<ul style="list-style-type: none"> • Create an employee guide on developing and delivering land acknowledgements • Incorporate land acknowledgements into appropriate levels of corporate and site events, meetings and processes • Create a physical plaque for new Tridel communities featuring a land acknowledgement & explore potential support of the Moccasin Project 	Incorporated in processes	December 2023	
Include Indigenous selection in employee self-identification process	<ul style="list-style-type: none"> • To support employees voluntarily disclosing their demographic information internally, ensure the process includes a selection to self-identify as Indigenous and specify community affiliation 	Selection included	June 2024	
Mandate Indigenous cultural awareness training for employees and leaders	<ul style="list-style-type: none"> • Identify and mandate an Indigenous cultural awareness training program for all Tridel Directors and above and strong recommendation for all full-time employees, and designate time for employees to complete the training • Include land acknowledgement, information on the RAP, and link to training in Tridel 101 onboarding program • Conduct sharing circles on resources provided by MCFN to develop a deeper Ontario-specific context of treaty holders and traditional territory owners 	<p>100% course completion</p> <p>Incorporated into onboarding</p> <p>Training program available</p>	<p>March 2024</p> <p>March 2024</p> <p>March 2024</p>	

Commitment	Details	Target	Timeline	SDG
Prioritize recruitment of Indigenous talent	<ul style="list-style-type: none"> • Embed Indigenous recruiting and hiring strategy in existing hiring processes by educating People & Culture, hiring managers, and recruiting partners on new policies and procedures • Establish a corporate-wide Indigenous recruiting and hiring strategy to include more Indigenous qualified talent at Tridel in both full-time and internship roles, in alignment with the organization’s broader equitable hiring strategy 	<p>Strategy embedded</p> <p>Strategy developed</p>	<p>September 2023</p> <p>January 2024</p>	
Review employee feedback mechanism	<ul style="list-style-type: none"> • Review the “See Something, Say Something” employee feedback mechanism to ensure it can enable Indigenous employees to identify barriers to their success in the workplace 	Mechanism reviewed	December 2023	
Create Indigenous mentorship program	<ul style="list-style-type: none"> • Establish a mentorship program, including Tridel leaders across multiple levels of seniority, specifically catered towards the advancement of Indigenous employees • Leverage industry relationships and associations to connect Indigenous employees to one another within the construction industry 	Program created	December 2024	



The background is a solid dark blue color. Overlaid on this is a large, faint, stylized illustration in a lighter shade of blue. The illustration depicts a fish in the upper left quadrant and a sun in the upper right quadrant. The fish is shown in profile, facing right, with a detailed eye and scales. The sun is a simple circle with a central dot and radiating lines. The overall style is reminiscent of traditional folk art or indigenous patterns.

Pillar 2

Collaboration



“On our journey towards reconciliation, we learned of the importance of engaging with Indigenous peoples and organizations to better understand future opportunities to collaborate. We know that when we take the time to listen and learn from those working in this space, we can contribute more meaningfully and intentionally. We’re committed to collaborating with the non-profits, grassroots, institutions, and Indigenous peoples to create lasting and impactful change in the communities where we build.”







MARIO CIMICATA
SVP, CONSTRUCTION MANAGEMENT



Collaboration

Tridel has identified the following commitments, targets, and timing in relation to this RAP pillar as well as the relevant SDG alignment.

Commitment	Details	Target	Timeline	SDG
Create opportunities for youth in collaboration with Indigenous organizations	<ul style="list-style-type: none"> Explore opportunities to create Tridel internships for Indigenous youth in collaboration with Indigenous organizations Collaborate with Indigenous recruiting agencies to understand interests, skills, and barriers faced by Indigenous peoples pursuing careers in construction or trades 	Program developed	September 2023	 
		Defined Collaborations created	September 2023	
Build relationships with educational institutions & schools to generate interest in construction	<ul style="list-style-type: none"> Leverage existing relationships with educational institutions and schools to provide more awareness within the Indigenous student body on opportunities in construction and other non-construction internships and careers at Tridel 	Identified Relationships created	December 2023	 








Pillar 3

Procurement

Procurement

Tridel has identified the following commitments, targets, and timing in relation to this RAP pillar as well as the relevant SDG alignment.








Commitment	Details	Target	Timeline	SDG
Join association connected to Indigenous vendors	<ul style="list-style-type: none"> Apply for memberships with credited Indigenous vendor associations to identify potentially qualified Indigenous vendors 	Relevant membership achieved	July 2023	
Educate employees and vendors about Indigenous procurement	<ul style="list-style-type: none"> Develop materials for and deliver informational sessions to employees involved in procurement to share and identify ways to advance Indigenous procurement Share Indigenous partnership opportunities with existing vendors Identify additional Indigenous channels to share partnership opportunities 	Materials created Opportunities shared	June 2023 Ongoing	  
Identify Indigenous vendors	<ul style="list-style-type: none"> Create a database of Indigenous vendors relevant to Tridel operations, including Indigenous artists whose art could enhance Tridel communities 	Database created	December 2023	



“As a leader in building quality and beautiful homes for nearly 90 years, we pride ourselves in having an amazing network of trades, suppliers, contractors, and consultants to deliver on this vision. We also know that adding new vendors and connecting growing businesses to our network means access to fresh ideas and insights. Diversifying our supplier network to include Indigenous businesses is the right thing to do.”



BRUNO GIANCOLA
SVP, PROJECT MANAGEMENT
INNOVATION & SUSTAINABILITY



Commitment	Details	Target	Timeline	SDG
Include Indigenous relations requirements in new contracts	<ul style="list-style-type: none"> Integrate a Code of Conduct and DEI Policy, with language around respectful Indigenous relations into all new Tridel contracts 	Policies integrated	December 2023	 
Include Indigenous evaluation criteria in RFPs	<ul style="list-style-type: none"> When qualifying vendors respond to contract tenders, include the option to self-disclose if Indigenous-owned or if sub-contracting an Indigenous-owned business Explore opportunities to include other evaluation criteria related to Indigenous engagement in future tenders 	Criteria included	December 2023	 
Work with Indigenous vendors to increase organizational capacity	<ul style="list-style-type: none"> Establish a training program for current and future Indigenous vendors on sourcing and bidding requirements to remove or reduce barriers to bidding on Tridel projects 	Program established	March 2024	 
Engage Indigenous vendors to understand barriers to success	<ul style="list-style-type: none"> Develop and incorporate a process to engage Indigenous vendors in a post-hoc evaluation of unsuccessful proposals to share opportunities for improvement, in alignment with DEI Action Plan for all equity-seeking businesses 	Process included	June 2024	

Commitment	Details	Target	Timeline	SDG
Establish a procurement spend target with Indigenous vendors	<ul style="list-style-type: none"> Establish and publish annual procurement targets specifically for Indigenous vendors 	Spend target established	September 2024	 





*Holding
Ourselves
Accountable*

Holding Ourselves Accountable

In our efforts towards meeting our commitments within this Reconciliation Action Plan, accountability and transparency is crucial to its success. We will evaluate our progress on an annual basis, producing an update on our commitments and key performance indicators in our annual ESG Report. In three years, we will evaluate our overall progress and determine a renewed path forward.

To ensure appropriate internal oversight on our reconciliation journey and progression toward our goals as set out in the Plan, the primary group responsible for the actions under this RAP is referred to as the Reconciliation Working Group. This group is a

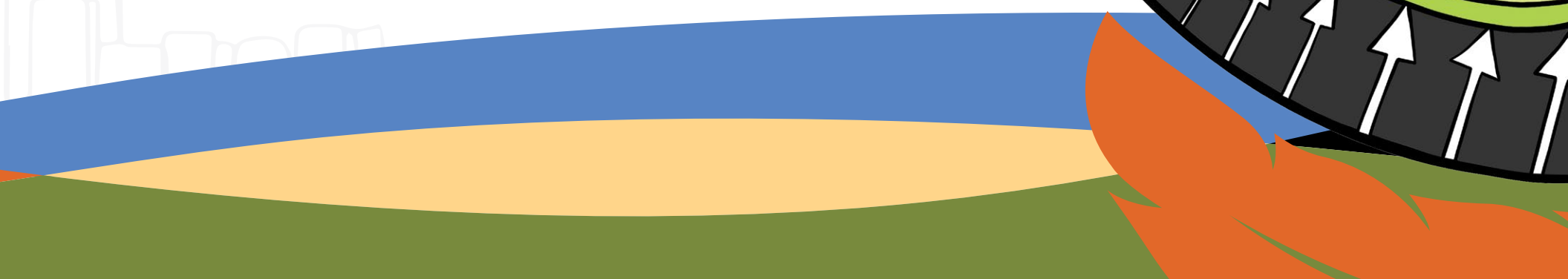
subset of Tridel's Diversity, Equity, and Inclusion Accountability Network - a group of employees from across the organization that represent various functions, tenure, and demographics.

The Reconciliation Working Group and DEI Accountability Network include an Executive Sponsor and have received approval from our Executive leadership team. Reporting to our Executive leadership team takes place on a semi-annual basis.

The responsibilities of the Reconciliation Working Group include:

- Meeting bi-monthly to discuss progress towards goals

- Overseeing the commitments within the RAP
- Supporting the organization of employee awareness-building activities
- Exploring potential future relationships with institutions, agencies, non-profits, and grassroots organizations
- Providing guidance and feedback on internal practices with a reconciliation lens





The background features a large, faint watermark of a lion's head, which is a common symbol for the University of Cambridge. The lion is facing left and is rendered in a light blue color that blends with the overall blue background. The text is centered over the lion's face.

*Our Work
in Action*

Our Work in Action

Supporting Youth

We have learned through our work in Toronto Community Housing neighbourhoods and with the BOLT Foundation that talent is universal but sometimes opportunity is not. We've had the honour of working with young people all around the Greater Toronto Area seeing them thrive when introduced to programs and initiatives that will help them achieve their career goals. We continue to look for meaningful ways to support the next generation of talent in our industry, and will focus on working with Indigenous youth as part of this mission.

Building Brighter Futures Scholarship Fund – Indspire Foundation

Tridel is a supporter of the Indspire Building Brighter Futures Scholarship Fund – a dedicated scholarship fund to support Indigenous students pursue post-secondary education in professional, technical, and administrative career paths. For the next five years, our support contributes to two students receiving a \$5,000 scholarship for their studies. Priority consideration is given to students from the Mississaugas of the Credit First Nation, followed by students studying



at institutions in the Greater Toronto Area. Our intention is to connect the youth supported by these scholarships with our People & Culture team upon graduation to determine next steps in their career.

BOLT Foundation

Tridel is the principal and founding sponsor of the BOLT Foundation – a dedicated charitable foundation with the mission of supporting vulnerable youth to pursue a career in construction.

BOLT, in partnership with the Rutherford Foundation, has created two dedicated scholarships of \$3,000 for students who identify as First Nations, Inuit or Métis and who meet the eligibility criteria through the BOLT Rutherford Indigenous Student Award for Construction.



Learn more about BOLT by visiting boltonline.org.



Raising Awareness at Tridel

To support a more inclusive and informed employee community, we have been hosting several awareness-building activities and access to training for current employees on Indigenous matters, including the impacts of colonialization. Through these initiatives, we aim to create more opportunities for deeper understanding and for relationship-building with Indigenous peoples.

4 Seasons of Reconciliation

The 4 Seasons of Reconciliation online, self-paced course offers ten modules on truth and reconciliation. This course helps to provide an understanding of Indigenous peoples' contributions, as well as debunk myths, stereotypes, and racism, while also meeting the Calls to Action in the workplace from the Truth and Reconciliation Commission of Canada (TCR).

Over 150 employees have completed this course at Tridel, and we will work to have all Directors and above complete the course under our "People" pillar of opportunity.



National Day for Truth & Reconciliation – Blanket Exercise

September 30 marks the National Day for Truth & Reconciliation, a day to honour the survivors of residential schools, their families and communities, as well as the children who did not return. Working with one of our Reconciliation Working Group members, we invited Indigenous facilitators to lead employees through a Blanket Exercise activity. This interactive activity teaches the history of colonization where participants stand on blankets that represent the lands inhabited by Indigenous people that eventually became Canada.



What Our Employees are Saying

Employees at Tridel have indicated a desire to learn more and know what they can do to support reconciliation, both at work and in their personal lives. See what Tridel employees are saying about our reconciliation efforts to date, and the path ahead.





Joseph C.

I worked to bring in Indigenous facilitators for an employee engagement activity and being able to see young Indigenous people, future leaders, guide my colleagues through the exercise was a huge moment for me, and I'm excited to see more of these opportunities in the future.



Marcia J.

After the Blanket Exercise as part of National Day for Truth & Reconciliation, I couldn't help but feel so much empathy for Indigenous peoples. Especially as a Black woman and a mother, learning about the effects of colonization in this country really made me stop in my tracks. It made me think deeply, but it made me want to get involved and do something.



Richard T.

As a Canadian in his 50s, I am deeply regretful for my previous lack of awareness about the atrocities committed against Indigenous peoples and history of mistreatment, especially after being introduced to programs like the 4 Seasons of Reconciliation. It has sparked a strong desire to learn and listen to Indigenous voices while actively participating in our company's Reconciliation Action Plan.





*Looking
Forward*



Looking Forward

Considerations for the Future

While developing Tridel's Reconciliation Action Plan, several internal considerations and ideas for future commitments surfaced under each of our pillars. We also identified opportunities under a new pillar.



People

- For the implementation of Tridel's Cultural Awareness Training for employees, consider the following options: Bob Joseph's Indigenous Corporate Training, or the Indigenous Canada course on Coursera (not mandatory for Indigenous employees)
- Consider providing opportunities for training to other members of the Tridel Group of Companies
- Welcome Elders to share their story as part of Indigenous awareness days

- Establish a process and accountabilities for all Indigenous-related communications by resourcing qualified expertise
- Provide clear asks of Tridel's recruiters to identify Indigenous talent (e.g., for example, post jobs on NationTalk)

Collaboration

- Consider Tridel's existing relationship with Indspire when exploring opportunities to engage youth
- Explore Indigenous Works and the Toronto Aboriginal Support Services Council as a potential

resource when bolstering recruitment efforts

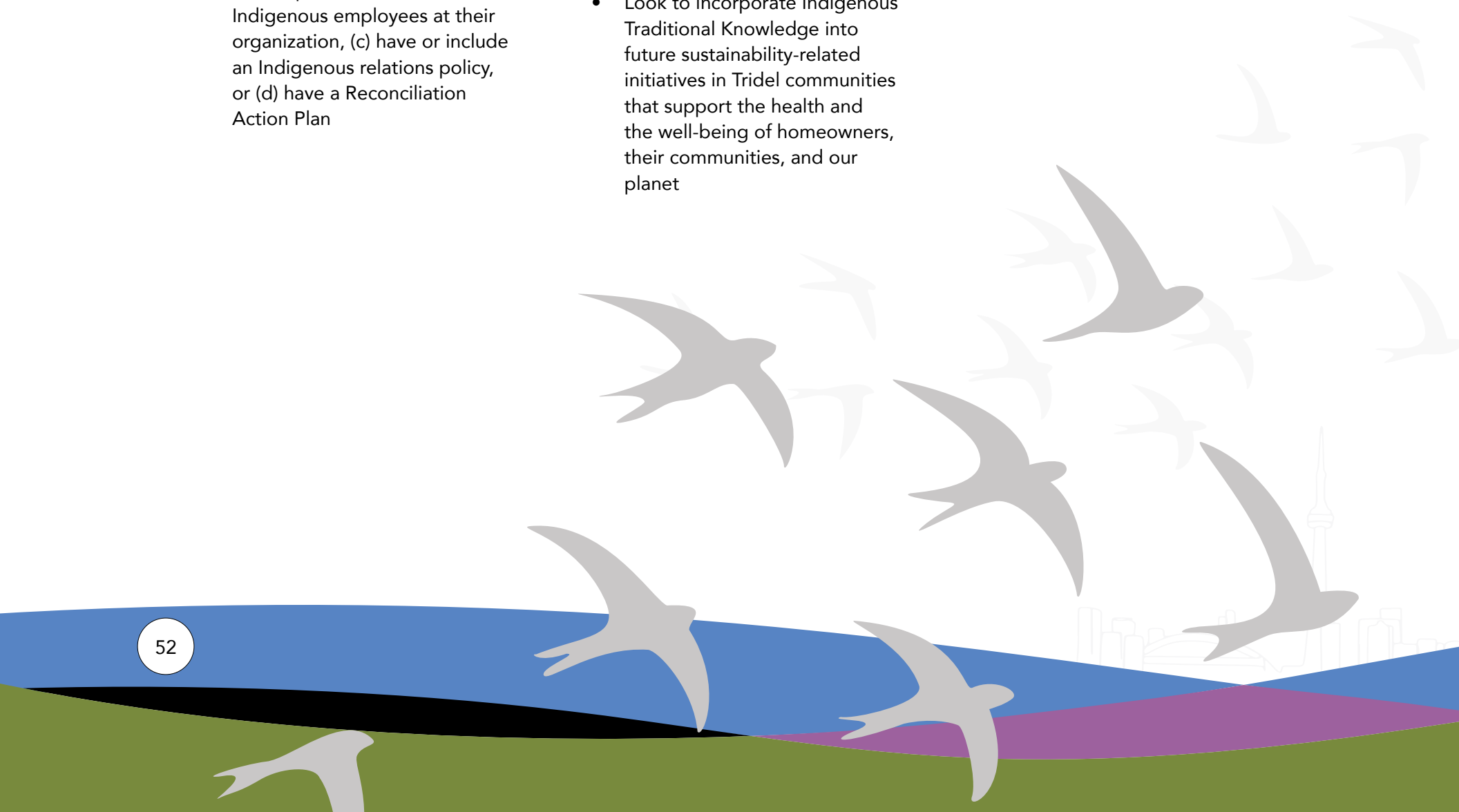
Procurement

- Consider the following associations when identifying Indigenous-owned vendors: Canadian Council for Aboriginal Business (Progressive Aboriginal Relations certification), and Canadian Aboriginal and Minority Supplier Council
- Consider the following Indigenous evaluation criteria for Tridel's future contract tenders, in which the vendor must: (a) sub-contract a

portion of services to an Indigenous business, (b) have representation of Indigenous employees at their organization, (c) have or include an Indigenous relations policy, or (d) have a Reconciliation Action Plan

Environment (New)

- Look to incorporate Indigenous Traditional Knowledge into future sustainability-related initiatives in Tridel communities that support the health and the well-being of homeowners, their communities, and our planet



Join Us

As home builders in the GTA, we understand the role that we play in creating communities that are healthy, prosperous, and sustainable – for those today and for future generations to come.

The actions and decisions that we make today have long-lasting impacts on the people of tomorrow and the environment.

Our journey in reconciliation supports a vision that embraces the opportunities of today while laying the foundations of positive relations with Indigenous peoples going forward.

We are proud to be taking this important step in reconciliation in the home-building industry and encourage other developers and associations within our industry to explore how they can support reconciliation and deeper relationships with Indigenous peoples.

Join the conversation by reaching out to impact@tridel.com.

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DELTERA[®]

TRIDEL[®]
BUILT FOR LIFE

The information contained within this Reconciliation Action Plan, such as but not limited to commitments, targets and dates, should be considered as targets that Deltera Inc, a member of the Tridel Group of Companies, is working toward and are subject to change at any time, without notice. This statement of commitment to reconciliation can guide decision-making for Deltera for many years to come. Reconciliation is a long-term goal with no defined endpoint. Neither Tridel nor Deltera warrants the success of these measures and under no circumstances, will Tridel, Deltera or any related or affiliated companies and/or directors, officers or employees thereof be liable should any such commitment not be achieved in whole or in part. Deltera will report on successes and opportunities against these commitments on an annual basis through its Environmental, Social and Governance reporting.

