



Our commitment to Indigenous peoples



Almost 45 years ago, Hydro-Québec established its relationship with Indigenous communities when it ratified the *James Bay and Northern Québec Agreement*. Since then, we have learned a great deal from our Indigenous partners. By working closely together, we have gradually improved our methods, which have in turn contributed to carrying out projects we are so proud of today.

By participating in the Canadian Council for Aboriginal Business's certification program entitled Progressive Aboriginal Relations, Hydro-Québec undertakes to closely examine our ways of working to ensure that we are:

- a workplace that is open and receptive to Indigenous employees
- an excellent business partner for Indigenous businesses
- an electricity supplier that meets the expectations of its Indigenous customers
- a company that is intent on ensuring that its facilities and activities integrate into Indigenous territories

We aim to develop sustainable, mutually beneficial partnerships with Indigenous communities and nations, based on respect for values and cultures. Among the concrete examples of this are agreements with Indigenous communities that enable them to take an active part in projects and environmental follow-up programs and to benefit from the economic spinoffs.

As President and Chief Executive Officer of Hydro-Québec and a representative of Senior Management, I am committed to raising awareness, company-wide, of the importance of strengthening our ties with Indigenous peoples so that they can fully participate in our activities. To this end, Hydro-Québec is setting ambitious goals, calling on all employees to do their part, with the objective of ranking among the best in its industry.

Éric Martel, President and Chief Executive Officer