



Action plan for reconciliation with Indigenous communities

OUR RECONCILIATION EFFORTS

Normandin Beaudry’s mission is to generate human and financial performance for our clients through the excellence of our total rewards experts. Our values of excellence, collegiality, respect and initiative are at the heart of our approach toward Indigenous Peoples. By integrating Indigenous reconciliation into our sustainability strategy, we acknowledge the historical and ongoing injustices endured by Indigenous Peoples and commit to advancing a more equitable and inclusive future.

This reconciliation plan aims to strengthen our relationships with Indigenous communities, value their contributions and integrate their unique perspectives into our total rewards consulting practices. We believe this approach enriches our organization, drives innovation and demonstrates our social responsibility to our talent, our clients and Canadian society.



Normandin Beaudry’s six pillars for Indigenous reconciliation

PILLARS	OBJECTIVES	ACTIONS
Culture and awareness	Foster an inclusive and respectful work environment where Indigenous contributions are valued and integrated.	■ Implement a training program on Indigenous realities for all talent across Canada. ■ Hold conferences to raise awareness of Indigenous realities and best practices for integrating our Indigenous colleagues. ■ Create a land acknowledgement program that includes education, a detailed explanation of the process, and an opportunity for individual reflection.
Employment and training	Work toward greater representation of talent from Indigenous communities and support their professional growth.	■ Create attraction, retention and career development policies tailored to the needs of talent from Indigenous communities. ■ Establish a scholarship program for Indigenous students at the university level. ■ Set up an internship program for members of the Indigenous student communities that takes their reality into account.
Economic development	Support the economic development of Indigenous communities and strengthen their autonomy.	■ Ensure systematic consideration of Indigenous organizations in procurement.
Consulting	Make sure that proposed solutions and services meet the specific needs of the Indigenous communities.	■ Assess how Indigenous realities and knowledge are integrated into the services we provide, so that we can adapt our expertise with them and for them. ■ Integrate best practices related to Indigenous realities and knowledge into services provided to non-Indigenous organizations, especially those that may benefit from a reconciliation journey.
Community relations	Build trusting relationships, support communities’ priorities and positively contribute to the well-being of Indigenous communities.	■ Contribute time and expertise to Indigenous organizations, while promoting mutual learning. ■ Raise awareness among our peers by passing on our insights and practices in view of strengthening industry engagement to reconciliation.
Governance, monitoring and evaluation	Ensure corporate governance that is respectful and inclusive of Indigenous communities, while supporting the sustainable and effective achievement of reconciliation objectives.	■ Evaluate the application of the PAIR certification framework to our organization. ■ Define performance indicators to measure the impact of our reconciliation plan in a tangible and sustainable way.