

## Our Commitment to our Aboriginal Neighbours

Alberta-Pacific Forest Industries Inc. (Al-Pac) is committed to working with the Aboriginal communities located within or near our 58,000 km<sup>2</sup> Forest Management Agreement (FMA) area. This commitment is realized by efforts to build new and maintain continued partnerships in the areas of consultation, employment, education and economic development. By working together, we can help to ensure sustainable forests and sustainable communities.

The implementation of our Aboriginal Relations Strategy in 2007 enables Al-Pac to continue our commitment to working in partnership with our Aboriginal neighbors. The strategy outlines a defined focus in four key areas – consultation, support for education and employment related training programs, Aboriginal recruitment and retention, and support for economic and business development.



Al-Pac's Aboriginal Relations Strategy, approved by the company's executive in November, 2007, focuses on the development and implementation of initiatives that are important to Al-Pac and align with community core values.



"Our new Aboriginal Relations Strategy includes a lot of what we have already been doing - now we are just doing it better... The development of the strategy will enhance our relationship with the communities, enabling us to work better together in the sustainable management of the forest resource and the protection of the diverse values across the landscape."

- Sandra Cardinal, Al-Pac Aboriginal Affairs Director



"We value the knowledge and wisdom that Aboriginal peoples within our region have to share with us and we, in turn, are committed to providing opportunities and benefits for their communities."

- Al Ward, Al-Pac President and Chief Operating Officer

### INQUIRIES:

Alberta-Pacific welcomes any questions or comments regarding this brochure, the company or any of its activities.

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### COMPANY PUBLICATIONS INCLUDE:

- Sustainability Report, 2005-2006
- Community Report, 2005-2006
- The Advance newsletter
- 2008 Annual Operating Plan: summary document
- Forest Stewardship Report

These publications and other information about Alberta-Pacific can be accessed by contacting us or through the website at [www.alpac.ca](http://www.alpac.ca)



# Aboriginal Relations Strategy



Our Strategy Focuses on...

# 1. Consultation

Al-Pac's Aboriginal consultation process outlines a co-ordinated approach to involving Aboriginal communities in forest management planning. By demonstrating a commitment to seek and utilize input from Aboriginal communities, we can minimize the impact of forest management activities on Aboriginal traditional uses within the FMA area.

Al-Pac facilitates forest planning meetings in each Aboriginal community within the company's Forest Management Agreement area every year. These meetings provide an opportunity to exchange information and address issues regarding potential overlaps between Aboriginal traditional uses and Al-Pac's harvest operations.

## 2. Economic and Business Development

Al-Pac supports economic and business development opportunities initiated within Aboriginal communities. The company is also committed to maximizing opportunities with Aboriginal-owned businesses through woodlands and pulp contracts.

Bigstone Forestry Inc. (BFI) is an independent logging company established in partnership between Bigstone Cree Nation and Al-Pac. BFI began operations in January, 2000 and remains one of Al-Pac's top logging contractors.



"I've become familiar with Al-Pac's activities in the bush and, in turn, I am able to make Al-Pac aware of traditional areas important to the Aboriginal communities. Al-Pac has done a good job respecting these places."

Bertha Clark Jones, Al-Pac Landscape Advisory Group member

"A post secondary education gives me the ability to share my passion for learning with the youth of my community."

Sharon Gambler, bursary recipient, student U of A Faculty of Education and Northern Lakes College, Aboriginal Teaching Education Partnership Program



"I think FLB is an excellent example of how industry and First Nation communities can work together to accomplish good things."

Fred Black, owner, FLB Contracting Ltd.

"When I started at Al-Pac I had limited skills and experience. The company recognized my willingness to learn and encouraged me to attain three industry recognized certificates."

Jay Supernault, systems security analyst, Al-Pac



## 3. Support for Education and Employment Related Training Programs

Al-Pac supports education and employment related training programs by:

- Utilizing partnerships with Aboriginal communities, government and post-secondary institutions that support and enhance mill-site employment training programs, such as the Registered Apprenticeship and Al-Pac's Aboriginal Apprentice programs.
- Providing scholarships and donations to Aboriginal community schools, as well as supporting community-based educational initiatives.

Al-Pac's Aboriginal Education Partnership Program, an annual bursary awarded to an Aboriginal student living within or near the Forest Management Agreement area, provides full tuition for up to five years of post-secondary studies.

## 4. Aboriginal Recruitment and Retention

Al-Pac is committed to hiring from local Aboriginal communities. Developing partnerships with community organizations is key to ensuring our recruitment activities are conducted in ways that are meaningful and effective.

We also believe in providing opportunities within our organization to enable the continued success and ongoing professional development of our team members.

For more information on the Aboriginal Relations Strategy or any of our initiatives call 1-800-661-5210.