



Indigenous Relations Policy

General Dynamics Land Systems–Canada respects the rights, cultures, interests, and aspirations of Indigenous Peoples and, in the spirit of reconciliation, is committed to building strong and lasting relationships that help us understand each other’s perspectives and priorities.

General Dynamics Land Systems–Canada’s (Land Systems–Canada) Indigenous Relations Policy provides a consistent approach to the company’s relationships with Canada’s Indigenous Peoples. It outlines our responsibilities and commitments, and is intended to guide our business decisions on a day-to-day basis.

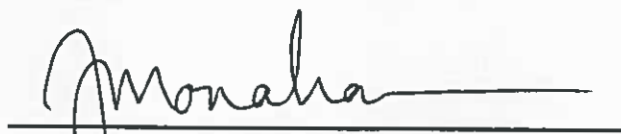
Canada’s adoption of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Truth and Reconciliation Commission of Canada’s 94 “Calls to Action” guides our continuous learning of the history, traditions, and worldviews of Indigenous Peoples in Canada.

Land Systems–Canada pledges to provide intercultural awareness training and education for Land Systems–Canada team members. We will work to strengthen respectful, mutually beneficial relationships with Indigenous Peoples locally and across Canada through:

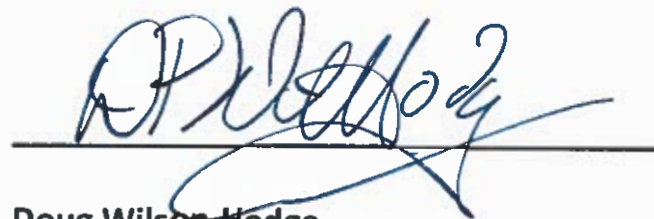
- Meaningful dialogue, partnerships, and ongoing collaboration
- Better understanding the historical and ongoing adverse impacts to Indigenous rights, cultural heritage, livelihoods, health, and wellbeing
- The commitment of resources to build the economic capacity of both Indigenous Peoples and Land Systems–Canada, taking a long-term approach to driving continuous, sustainable improvement of business outcomes
- The Integration of Indigenous Peoples’ perspectives into decision making
- Equitable access to job opportunities for Indigenous Peoples and striving for equitable representation of Indigenous individuals in our organization.

Land Systems–Canada will work to provide socio-economic benefits for Indigenous businesses by increasing their understanding of and participation in the defense industry.

All Land Systems–Canada employees and contractors engaged in activities under its operational control are responsible for the application of this policy. Land Systems–Canada managers are also responsible for supporting the tenets and principles underlying this policy. Land Systems–Canada’s Senior Leadership Team is responsible for the execution of this Policy and for developing the initiatives and concrete actions that will advance these objectives. Compliance with this Policy is overseen by our Vice-President and General Manager, and administered by our Senior Leadership, Management and Indigenous Inclusion Commitment Teams.



Jason A. Monahan
Vice-President and General Manager



Doug Wilson-Hodge
Director, Strategy & Canada Business Development

GENERAL DYNAMICS
Land Systems–Canada

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