

INDIGENOUS RELATIONS

AT VIKING REINFORCING LTD.

LAND ACKNOWLEDGEMENT

We work and live on the traditional territories of the Coast Salish, Nuuchahnulth, and Kwakwaka'wakw peoples.



OUR RECONCILIATION MANTRA

Reconciliation is not a term that politicians can blanket address.

At Viking, we approach each engagement as an individual relationship with each Nation,

recognizing that each Nation defines true reconciliation on their own terms.



OUR COMMITMENT IN NUMBERS

27.3%

INDIGENOUS
WORKFORCE

8+

NATION
PARTNERSHIPS

\$4.78M

IN NATION
INFRASTRUCTURE

13+

YEARS OF
ENGAGEMENT

HOW VIKING OBSERVES PROTOCOL

- Acknowledge whose territory we work on, every meeting, every project
- Listen first; let the Nation define what success looks like
- Stand for Elders. Hard hats off for blessings. Respect cultural protocols.
- Source from Indigenous-owned suppliers; hire and advance Indigenous trades workers
- If a Nation says no, the answer is no. Their land, their decision.
- If we find an artifact or potential at a job site, we stop work and report it
- Nothing ABOUT them, WITHOUT them.
- We employ 33% Indigenous production crew (27.3% of our entire work force)

“Not Just Reconciliation Words — Real Relationships, Real Action.”