



Indigenous Relations Policy

DJ Miller & Sons Const. is committed to fostering respectful, long-term relationships with Indigenous Peoples. We acknowledge the ancestral lands of Saskatchewan's First Peoples: Nêhiyawak, Nahkawiniwak, Nakota, Dakota, Lakota, Denesuline, and the Métis. Our operations are located on Treaty 4 territory, and we strive to tread lightly, balancing our work activities with the preservation of the environment.

Our policy reflects our commitment to empowering Indigenous Peoples and aligning with the principles of respect, fairness, and equality.

Our Guiding Principles

1. Respect for Indigenous Rights and Sovereignty

We acknowledge and respect the inherent rights of Indigenous Peoples, including self-determination and the preservation of their cultural, social, and economic traditions. We ensure that Indigenous communities are actively involved in decisions that affect them.

2. Meaningful Engagement and Dialogue

We commit to open, respectful, and ongoing dialogue with Indigenous communities, fostering trust by creating understanding through an ethical space and co-creating solutions together, while ensuring that all voices are heard and valued in the process.

3. Cultural Awareness and Education

We prioritize Indigenous cultural awareness by engaging our employees, and fostering an interactive space of mutual respect and appreciation.

4. Economic Empowerment

DJ Miller & Sons actively supports Indigenous economic development by engaging with Indigenous-owned businesses through the co-creation of pathways for mutual growth and success.

5. Supporting Indigenous Women and Entrepreneurs

We recognize the essential roles of Indigenous women in community and economic development, governance, and cultural revitalization. We are committed to promoting gender equity in all partnerships by empowering Indigenous women and ensuring their active participation in decision-making processes.

6. Accountability and Transparency

We hold ourselves accountable for our Indigenous engagement by regularly reviewing our progress, seeking community feedback, and ensuring alignment with our commitments.

7. Environmental Stewardship

We honour the profound connection Indigenous Peoples have to the land, water, and air, and work alongside communities to safeguard the environment through sustainable practices, always striving to do no harm.

Our Commitment to UNDRIP and FPIC

DJ Miller & Sons fully supports the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), committing to uphold Indigenous rights to land, resources, self-determination, and participation in decisions affecting them. We integrate these principles into our operations and partnerships, ensuring that Free, Prior, and Informed Consent (FPIC) is respected throughout our engagement with Indigenous communities.

This commitment guides our approach to building respectful and mutually beneficial relationships, honouring the sovereignty of Indigenous Peoples in all aspects of our work.

Actions

1. Building Relationships

We engage proactively with Indigenous communities to understand their needs, priorities, and goals, ensuring their involvement in shared decision-making and mutually beneficial results.

2. Indigenous Business Partnerships

We create opportunities for Indigenous-owned businesses to actively engage in our supply chain and projects, fostering growth and sustainability.

3. Cultural Training and Awareness

We promote Indigenous cultural awareness through ongoing training, ensuring respectful, informed interactions and empowering our team to uphold Indigenous rights and traditions.

4. Monitoring and Reporting

We assess and report on our efforts to ensure transparency, making adjustments based on input from Indigenous communities. Our relationship-centred approach fosters authentic connections, enabling effective and open communication.

DJ Miller is committed to building respectful, empowering relationships with Indigenous Peoples, focusing on economic growth, cultural awareness, and environmental stewardship for a future of shared success.



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