



UNDRIP ACTION PLAN

May 2026

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1 Introduction

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) provides a road map to advance lasting reconciliation with Indigenous peoples. It shows that further steps must be taken to respect, recognize, and protect Indigenous people's human rights and address the wrongs of the past. In 2016, the Government of Canada endorsed UNDRIP, in December 2020, the Government of Canada introduced implementation legislation, and on June 21, 2021, Bill C-15, UNDRIP received Royal Assent.

PRI prides itself on the great relationships that we have with our Indigenous partners, not only as working relationships but also as personal relationships, growing and fostering from Trust, Honesty, and Transparency. PRI has had the honor of working with 40+ First Nation communities and is affiliated or partnered with several Indigenous groups and businesses throughout British Columbia. We work closely with each community we partner with to ensure that all values are heard, understood, and incorporated into our work.

PRI supports the internal and external statement that PRI recognizes and respects UNDRIP, however in respect and honor of our strong relationships, there is need to go further by developing this UNDRIP Action Plan, supported by internal policies that clearly define PRI's commitments connected to UNDRIP.



2 Action Plan

PRI Engineering Corp. is a full-service geotechnical and civil engineering firm specializing in foundation design and civil engineering services for renewable energy projects nation wide. We have extensive experience supporting solar developments across North America, with a strong focus in Canada.

Indigenous Awareness

Awareness, listening, and learning is a core action that will benefit everyone. All of PRI's existing Team members will receive Indigenous awareness training, and all future Team members will receive Indigenous awareness training as part of the onboarding. All training material will also be available externally to facilitate other companies and the public to increase their awareness.

PRI Brand Warranty

Respecting Indigenous relationships and values is integral for PRI Team members and partners. If a Team Member or contractor shows via actions or words not to align on respecting Indigenous people, they will be removed from PRI's circle. Furthermore, if an PRI client is in clear and deliberate contravention of the spirit of UNDRIP, PRI will work with the client to make them aware of its principles and if nothing changes PRI will cease working for the client.

Support Indigenous Partners and Client

There are aspects of UNDRIP that PRI's Team of professionals are well suited to support our clients and partners. These are related to environmental, economic, social, cultural, and spiritual impact related to land, including supporting conservation, development, and technical support for referral response. For UNDRIP articles 3, 18, 19, 21, 23, 24, 25, 26, 29, 31 & 32, PRI is keen to actively support Indigenous partners and clients on the road to reconciliation. PRI's Strategic Plan has evolved, and this is now a Key Trust that drives PRI's Strategy.

Business Structures and Partnerships

PRI has several partnerships, corporations, and agreements with Indigenous partners to create mutually beneficial commercial ventures. There is a commitment that the First Nations must win in these partnerships, and their needs are paramount in the relationship. Any perception or actions that can be perceived as tokenism or Indigenous partners being taken advantage of will not be tolerated.

2.1 Indigenous Awareness

Awareness, listening, and learning is a core action that will benefit everyone. All PRI's existing Team members will receive Indigenous awareness training, and all future Team members will receive Indigenous awareness training as part of the onboarding. All training material will also be available externally to facilitate other companies and the public to increase their awareness. PRI commits:

- All PRI Team members will receive Indigenous awareness training
- All new PRI Team members will receive Indigenous awareness training as part of their onboarding
- An Indigenous advisor will be available to advise PRI Team members on Indigenous matters
- Indigenous awareness training material will be made available and easily accessible to folks within and external to PRI. Effort to support and contribute to the public's Indigenous awareness is supported.

2.1.1 Measures of Success

- 100% of current PRI Team members have taken an Indigenous awareness training session
- 100% of PRI's new Team members go through Indigenous awareness training as part of their onboarding
- Number of calls or internal inquiries about Indigenous matters
- Number of hits on the Indigenous Awareness website page

2.2 PRI Brand Warranty Commitment

Respecting Indigenous relationships and values is integral for PRI Team members and partners. If a Team member or contractor shows via actions or words not to align on respecting Indigenous people, they will be removed from PRI's circle. Furthermore, if an PRI client is in clear and deliberate contravention of the spirit of UNDRIP, PRI will work with the client to make them aware of its principles and if nothing changes PRI will cease working for the client. PRI will:

- Promote and maintain highest level integrity, professionalism, and accountability related to Indigenous people, Team members, partners, and clients.
- Create a safe place / method of reporting actions or words that go against PRI's values related to UNDRIP.

2.2.1 Measures of Success

- Inclusion of Indigenous focused questions regarding previous experiences in hiring process to identify and weed out candidates not aligned with PRI's valued related to UNDRIP;
- Have an Indigenous awareness section in all Team members performance reviews to identify opportunities to improve cultural sensitivity; and
- Improved awareness of Indigenous matters clearly noticeable throughout the Company.

2.3 Support PRI Partners & Clients

PRI's Team of professionals are well suited to support a number of expects of UNDRIP on behalf of our clients and partners. These are related to environmental, economic, social, cultural, and spiritual impact related to land, including conservation, development, and technical support for referral response. For UNDRIP articles 3,18, 19, 21, 23, 24, 25, 26, 29, 31 & 32, PRI is keen to actively support Indigenous partners and clients on the road to reconciliation. PRI's Strategic Plan has evolved, and this is now a Key Trust that drives PRI's Strategy.

- Support spiritual, cultural, and community needs through donating time, energy & funds to PRI's Indigenous partners, clients, and communities
- Facilitate knowledge sharing from elders to the younger generation
- Facilitate knowledge sharing from Indigenous peoples to the public

2.3.1 Measures of Success

- Funds donated to support Indigenous partners, clients and communities
- Funds invested to facilitate knowledge sharing



2.4 Business Structures & Partnerships

PRI has several partnerships, corporations, and agreements with Indigenous partners to create mutually beneficial commercial ventures. There is a commitment that the First Nations must win in these partnerships, and their needs are paramount in the relationship. Any perception or actions that can be perceived as tokenism or Indigenous partners being taken advantage of will not be tolerated.

- Use PRI's diverse Team of experts to support Indigenous partners, clients and communities in furthering identified UNDRIP articles
- Leverage opportunities for capacity sharing and capacity building

2.4.1 Measures of Success

- Funds invested in PRI's diverse Team of experts to supporting Indigenous partners, clients, and communities
- Total revenue created for Indigenous partners, clients & communities
- % of revenue with Indigenous partners, clients & communities