

Indigenous Annual Report

2023

TRADITIONAL TERRITORIAL LAND ACKNOWLEDGEMENT.

Civeo acknowledges the traditional territories in which we operate, including lands which are now known as part of Treaty 6, 7, and 8 — the traditional and ancestral land of the Cree, Dene, Blackfoot, Saulteaux Nakota Sioux, Tsuu T'ina Nation, and Stoney Nakoda First Nation. We acknowledge that this territory is also part of the historical Northwest Métis Homeland. In addition, Civeo acknowledges the Indigenous lands on the unceded traditional territories on which we also operate.

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Cover Photo:

Featured Artist Linda Wright shares her 'Trees of Life' piece, representing energy of the sky and nourishment of the earth, inspired by the theme *All my Generations*.

ABOUT CIVEO.

Stay Well. Work Well.

Civeo (NYSE: CVEO) is a workforce accommodations specialist dedicated to helping people maintain healthy, productive and connected lives while living and working away from home.

Established in Canada in 1977, Civeo has grown to become one of the world's largest integrated providers of workforce accommodations, offering a full suite of hospitality services including lodging, food services, housekeeping, site utilities, and property maintenance. Our extensive experience comes from owning and operating over 26,000 rooms in Canada, Australia, and the US, in addition to the properties entrusted to us by our clients.

Our belief is that a well-rested employee with a balanced lifestyle will be more productive at work – making Civeo a key partner in the success of our customers' operations.

MESSAGE FROM OUR PRESIDENT.



In 2023, we continued to deepen our partnerships with Indigenous communities in regions across the country where we operate. Through open dialogue and spirited collaboration, we have worked together to identify opportunities for shared success.

As we navigate through the ever-evolving business landscape in Canada, it is imperative that we recognize and actively address the importance of Indigenous economic reconciliation.

Indigenous Peoples are integral stakeholders in our nation's economic fabric, possessing rich cultural heritage, traditional knowledge, and entrepreneurial spirit. However, systemic barriers have hindered their full participation and contribution to the economy. It is incumbent upon us to dismantle these barriers and forge meaningful partnerships based on mutual respect, trust, and collaboration.

Central to Civeo's approach to economic reconciliation is the principle of equity and inclusivity. We understand that true reconciliation requires more than just words. It demands concrete actions and measurable outcomes that empower Indigenous communities and promote self-determination.

We believe that Indigenous communities should have an equitable stake in the economic opportunities generated by industry activity on their lands. By embracing Indigenous economic reconciliation, we are not only honouring the inherent rights of Indigenous peoples but also unlocking tremendous economic potential for generations to come.

To this end, we continue to promote initiatives aimed at increasing Indigenous participation in our supply chain, our workforce, and our business ventures. By way of this report, we are pleased to share with you our progress and outcomes from this past year.

On a personal note, I will be retiring in late 2024 and will welcome new leadership to our Canadian business. This transition will come with a newly inspired vision that I am confident will continue to build on our progress and carry with it an ongoing commitment to Indigenous economic reconciliation.

Since joining Civeo in 2012, I have had the great privilege of learning from many inspirational elders, community members, thought leaders, and Civeo's Indigenous Relations team. To each of you, I offer my sincerest thanks.

Sincerely,

A handwritten signature in black ink, appearing to read 'Al Schoening', written in a cursive style.

Al Schoening
President, Canada

ARTIST SPOTLIGHT LINDA WRIGHT.



Linda Wright. *Inspired Dancers*.
Inspired by the landscape and the amazing talent of the creative women of Canada's North.



As a celebration of Indigenous culture, we are proud to shine a light on the works of Edmonton-based artist Linda Wright, which is showcased throughout this report.

Linda is of Gwich'in descent, originally from Inuvik, Northwest Territories and comes from a family of artists. Growing up in the North, Linda has been expressing herself artistically since childhood. Her artwork is strongly influenced by the beauty of nature, using curvilinear lines and vibrant colours to create unique northern landscapes.

Throughout her life, Linda has worked in and travelled to many communities in the Western Arctic and Sahtu regions, creating a true appreciation for the unique landscapes and cultures of the north. Linda's career goals have always included art and design, studying and working in the fields of Graphic Design and Arts and Cultural Management.

Linda's beliefs and values are firmly rooted in the arctic land from which her family originates. Through art, Linda conveys an appreciation for the North and provides an insight into Gwich'in oral storytelling traditions. Her visual narrative highlights the legends and stories of the Gwich'in people and touches on the importance of protecting the environment. Linda's creative ideas represent her dreams, culture, land, vision, and reality.

Civeo's Commitment to Artistic Integrity

Civeo is committed to supporting the artistic traditions of Indigenous Peoples while guarding against the historical exploitation of Indigenous art and culture. We have a duty to ensure that our presentation of Indigenous art in both digital and physical spaces respects the rights of the artist.

With this principle in mind, Civeo has collaborated with Linda Wright to carefully consider the intent, application, and presentation of her works featured in this report. This collaboration ensures that Linda maintains complete intellectual property rights and creative control over her work.

OUR COMMITMENT TO INDIGENOUS PEOPLES.

As many of Civeo's projects in Canada operate in traditional territories, we work closely with Indigenous communities to explore mutually beneficial investment, employment and business opportunities.

Civeo's commitment to Indigenous Peoples is guided by the following principles:

1. Civeo believes in the inherent rights of all Indigenous Peoples to maintain social, cultural, and spiritual identities; exercise jurisdiction over traditional lands, and pursue sustainable economic prosperity.
2. Civeo will purposefully inform and educate employees, customers, suppliers, and community stakeholders of the rights of self-determination of Indigenous Peoples as declared in the United Nations Declaration on the Rights of Indigenous Peoples.
3. Civeo acknowledges the reliance of its business on the consent of, and partnership with, Indigenous Peoples.
4. Civeo is committed to the principles of the Canadian Council of Aboriginal Business' (CCAB) Progressive Aboriginal Relations (PAR) program and to:
 - Reach and maintain 10% of its Canadian workforce from Indigenous communities.
 - Develop and maintain meaningful business partnerships where revenues and profits are shared.
 - Create opportunities, expand capacity, and build partnerships with Indigenous-owned businesses.
 - Make sustainable and meaningful contributions to communities and programs to support education and scholarship opportunities for the next generation of Indigenous leaders.

Through this commitment, Civeo will adhere to the highest standards of ethical business practices and open and transparent operations with the goal of unlocking opportunities for both Civeo and Indigenous Peoples.

2023 by the Numbers

298
MILLION

Indigenous business
procurement spend
since 2017

69

Indigenous
businesses
contracted

9

Community
partnerships in
Western Canada

5.2

Percentage of
employees who identify
as Indigenous



Running Thunder Dancers & Drummers.
2023 Indigenous People's Day.

PAR GOLD CERTIFICATION.

Progressive
Aboriginal
RELATIONS

**GOLD
LEVEL**

Canadian Council for
Aboriginal Business 

In 2023, The Canadian Council for Aboriginal Business (CCAB) recognized Civeo's commitment to the Indigenous community by renewing the company's Gold Level certification in its Progressive Aboriginal Relations (PAR) program.

The CCAB's mission is to foster sustainable relations between First Nations, Inuit, and Métis people, and the Canadian business community. Its PAR initiative is an independent certification program designed to validate corporate performance in Indigenous relations for its participating members. Since the program's introduction in 2001, PAR remains the premier corporate social responsibility program with an emphasis on Indigenous relations.

This certification underscores the focus Civeo has put into its progressive procurement practices, training and recruitment programs, and ensuring an inclusive work culture. With our recertification, Civeo joins an exclusive group of only 22 organizations in Canada that have achieved Gold Level status, including notable brands such as Scotiabank, Suncor, Syncrude, and Hydro One.

Civeo's Gold Level PAR certification status is noteworthy because it is validated by an unbiased, independent, third-party verification of the company's performance, and awarded by a jury comprised of Indigenous businesspeople. As described by the CCAB, the certification signals to communities that PAR-status companies are:

- Good business partners.
- Great places to work.
- Committed to prosperity in Indigenous communities.

The Pathway to Recertification

Civeo began its PAR certification process in 2016, initially qualifying for Silver Level status, and then achieving Gold Level status in 2020. Despite having achieved certification, the path forward doesn't stop there.

In order to maintain our status, Civeo will participate in a comprehensive audit and review process with the CCAB every three years. This process is designed to ensure Civeo's ongoing commitment to the policies and practices we have developed while building on the PAR program objectives defined by the CCAB.

We are reminded of the many people, partners and organizations who have come together to actively contribute their inspiration, leadership, and insight to further our commitment to the Indigenous community and economic reconciliation.



Al Schoening accepts Civeo's PAR Gold-Level recertification at the CCAB's 2023 awards gala.





Linda Wright. *In Passing*.
Represents a shared water system, where two travelers meet,
between the Gwich'in and Inuvialuit people of the Western Arctic.

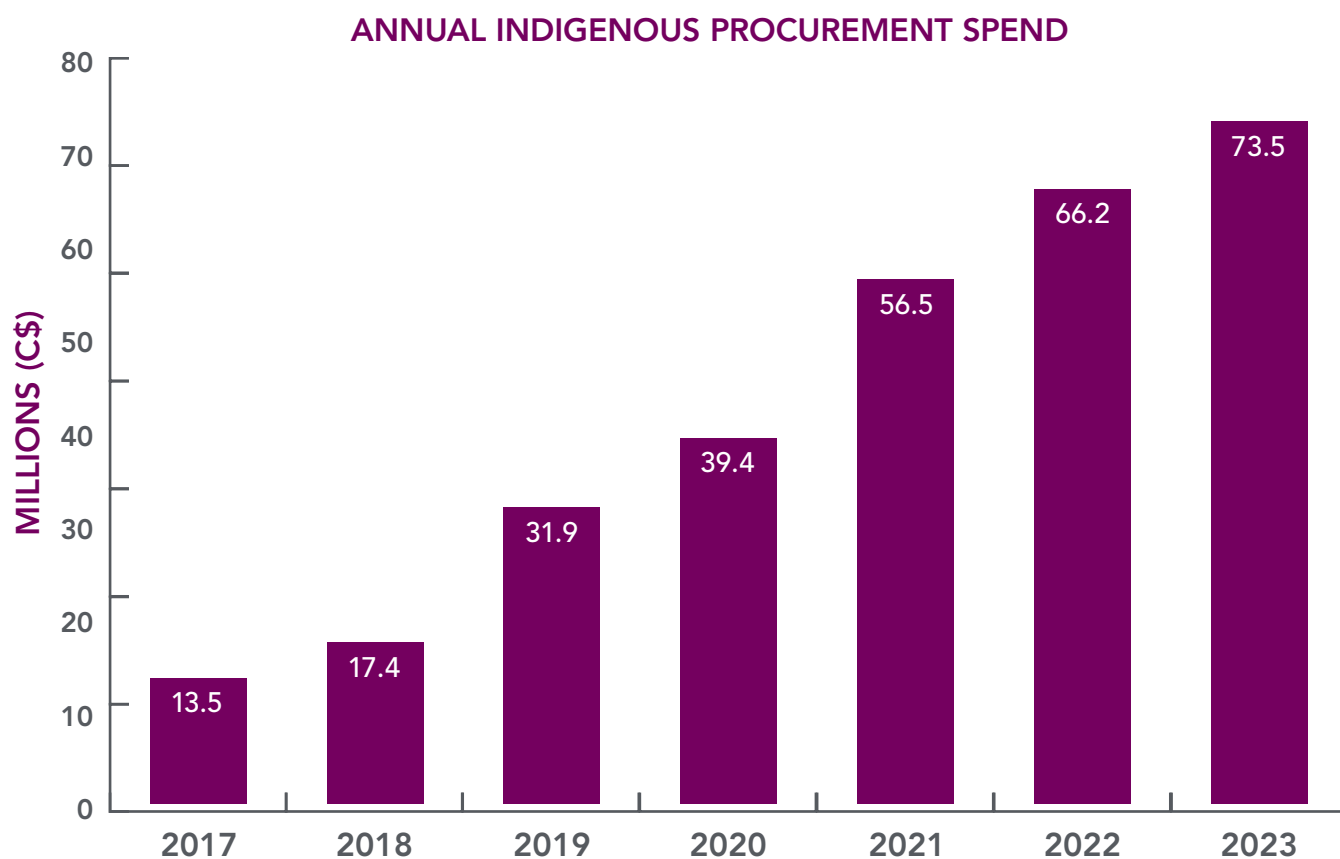
ENGAGING INDIGENOUS BUSINESSES.

A Principled Approach

The underlying principle of Civeo's Indigenous Procurement Policy is to support the long-term economic interests of Indigenous Peoples. We do this by promoting the participation of qualified Indigenous businesses to work with us on capital projects and our ongoing operations.

Civeo's Indigenous Business Procurement Grew 11% in 2023, Exceeding C\$73.5 million

In 2023, Civeo purchased over C\$73.5 million in goods and services from the Indigenous business community in Canada, adding to a cumulative spend of over **C\$298 million since 2017**.



73% Increase in Vendor Engagement

In 2023, Civeo contracted goods and services from **69 Indigenous businesses**, representing an increase of more than 73% from 2022. As part of our vendor engagement process, Civeo meets with community stakeholders including Indigenous-owned businesses, joint ventures, and economic development offices to offer information on available contract opportunities and benefit agreements. We then prequalify and award contracts to Indigenous businesses and PAR-certified companies through competitive sourcing events for goods and services required for Civeo projects.

Indigenous Vendor Engagement by Procurement Category

Provided below is an overview of the percentage of contracts (by dollar value) awarded to Indigenous businesses for each of Civeo's largest categories of operational procurement.

PROCUREMENT BY CATEGORY OF GOODS & SERVICES			
Category	2022	2023	Y-O-Y Growth
Water & Wastewater Hauling	35.8%	30.6%	-5.2%
Security Services	9.1%	7.7%	-1.4%
Snow Removal	8.2%	9.0%	+0.8%
Staff Transportation	0.3%	0.2%	-0.2%
Goods & Services	40.3%	47.1%	+6.8%
Garbage Disposal	6.4%	5.5%	-0.9%

EMPLOYMENT & TRAINING.

Indigenous Employment Strategy Focus Areas

Civeo's Indigenous Employment Strategy focuses on three key activities:

1. **Community Outreach:** Generate awareness in the community for Civeo, our industry, and the careers that can be built within the occupations that support it.
2. **Proactive Recruitment:** Hold hiring fairs within the community, providing visibility and access to those who may not be able to travel to events being held in larger urban centres.
3. **Training and Development:** Partnering with government and industry to help those interested in culinary, hospitality, and water treatment trades to develop the skills they need to enter the workforce.

As a result of our ongoing commitment to the above-mentioned focus areas, we continue to grow our base of employees from the Indigenous community.

Indigenous Employees (with/without band affiliation)	
Role	As at Dec 31, 2023
Executives	14.3%
Senior Managers	8.5%
Admin	4.8%
Front Line	4.5%
% of Total Employees	5.1%

Cultural Awareness Initiatives

To further our commitment to ensuring an inclusive work culture, Civeo has developed and implemented several initiatives aimed at creating more awareness for Indigenous culture in the workplace.

Examples of these initiatives include:

- Indigenous awareness courses to provide historic context, celebrate the community's contributions and heritage, and to discuss issues facing Indigenous Peoples.
- Establishment of Indigenous employee committees at various lodges to manage the implementation of programs, and to address emerging issues and concerns.
- Celebration of Canada's National Indigenous People's Day with activities across the organization.
- Observing and acknowledging Orange Shirt Day – National Day for Truth and Reconciliation.

INDIGENOUS MANAGEMENT TRAINING PROGRAM



Shelleen Northgrave is recognized after completing Civeo's Indigenous Management Training Program.

2023 IMT Graduate

Civeo's Indigenous Management Training Program (IMT) offers qualified candidates hands-on experience to acquire the principles of effective supervision, management, and customer service applied specifically to the hospitality industry. This field experience is combined with leadership training and increased levels of project and planning responsibilities.

Once focused training has been completed, graduates from the program may move on to junior operational roles, junior management roles, or other functional positions in the organization.

Shelleen Northgrave, the first participant in Civeo's inaugural IMT program, successfully completed her training at the end of 2023. Throughout the program, Shelleen demonstrated a curiosity and drive to collaborate, which led to the implementation of a series of cultural awareness initiatives at Conoco-Phillips Surmont Lodge.

Since graduating from the IMT program, Shelleen was offered a full-time position joining Civeo's Indigenous Relations team. In her new role as Cultural Liaison, Shelleen will introduce programs that focus on improving Indigenous cultural awareness across each of Civeo's lodge properties while enhancing our relationships with community partners in the Wood Buffalo region of Alberta.

COMMUNITY SPOTLIGHT FORT MCMURRAY FIRST NATION.

Economic Reconciliation – Sustainable Growth and Prosperity for our Community



**By guest contributor, Councillor
Samantha Whalen.**

Economic Reconciliation is a critical concept that holds immense significance for the Fort McMurray 468 First Nation community, the Economic Development Corporation, and myself as a Councillor.

As we navigate the complex landscape of economic development and Indigenous rights, the notion of Economic Reconciliation serves as a guiding principle in our endeavors to achieve sustainable growth and prosperity for our community.

At the heart of our approach to Economic Reconciliation is the recognition of the historical injustices and systemic barriers that have marginalized Indigenous communities, including ours.

Through strategic partnerships, economic diversification initiatives, and community-driven projects, we are striving to create a more inclusive and equitable economic landscape that benefits all members of our community.

The Economic Development Corporation plays a pivotal role in driving economic growth and fostering collaboration between the First Nation community and external stakeholders.

By promoting Indigenous entrepreneurship, supporting local businesses, and advocating for fair economic policies, the Corporation has made significant strides in advancing Economic Reconciliation objectives.

The Corporation's initiatives have led to job creation, skills development, and increased investment in our community through member programs and services contributing to a more resilient and self-sustaining economy. However, despite our progress, challenges persist on the path to Economic Reconciliation.

One key challenge is the lack of access to capital and resources for Indigenous entrepreneurs and businesses. Limited funding opportunities and bureaucratic hurdles often hinder the growth and sustainability of Indigenous enterprises, impeding our efforts to achieve economic self-sufficiency.

Additionally, the legacy of colonial policies and discriminatory practices continues to pose obstacles to economic empowerment and social inclusion for Indigenous communities.

Looking ahead to 2024, the notion of Economic Reconciliation must be further understood and embraced by

all stakeholders, including government agencies, private sector partners, and the wider community.

Education and awareness-building initiatives are essential to foster a deeper understanding of the historical context and contemporary relevance of Economic Reconciliation. By promoting dialogue, collaboration, and mutual respect, we can create a more inclusive and equitable economic environment that benefits everyone.

To enhance Economic Reconciliation efforts, we need to collectively work on strengthening partnerships with government agencies, industry leaders, and non-profit organizations to create more opportunities for Indigenous participation in the economy.

Specific actions include 1) Investing in education and skills training programs to empower Indigenous youth and build a skilled workforce for the future, 2) implementation of policies that promote Indigenous economic development, land stewardship, and cultural preservation, and 3) advocating for fair and equitable access to resources, capital, and market opportunities for Indigenous businesses.

Economic Reconciliation is a journey that requires collective effort, commitment, and vision. By working together and upholding the principles of equity, respect, and empowerment, we can build a more inclusive and prosperous future for the Fort McMurray 468 First Nation community and beyond.

A Long-Term Partnership Supporting Pillars of Economic Development



**By guest contributor, Fred Cree
Business Development Manager,
Fort McMurray First Nation Economic
Development Corporation**

Fort McMurray First Nation Economic Development Corporation is a stand-alone entity under the Fort McMurray 468 First Nation (FMFN 468) and supports the economic success of the nation by creating long-term benefits for our members.

We do this by developing and managing business and equity opportunities for the nation and its wholly owned division, Fort McMurray Group of Companies, with a focus on building long-lasting, meaningful partnerships and relationships with Industry in and around our region.



Our economic development efforts follow a five-pillar approach to how we do business, and how we engage our partners. These pillars include Employment, Community Investment, Education & Training, Equity, and Engagement. Each of these pillars defines success in our nation and how we move forward in today's economy.

Fort McMurray First Nation Economic Development Corporation has developed 28 partnerships to date. Civeo is one partner that I currently work closely with, and it has a long-standing collaborative history working with the Fort McMurray First Nation. To the company's credit, Civeo was recently recognized as Partner of the Year for 2022-2023 at our annual partners dinner.

This recognition is due in part to Civeo's support of FMFN 468 in an array of different initiatives that contribute to our five pillars of success, including employment opportunities for nation membership, catering to nation events, and investing in community sponsorships.

As a First Nation member of FMFN 468, I am proud to be working with such an exemplary partnership that has been established with Civeo.



Elden Cree White addressing attendees at CP Surmont's 2023 Indigenous People's Day Celebration.

ACTIVE IN THE COMMUNITY.

Remarkable Experiences for the People and Communities we Serve

It's what we do.

Throughout the year, Civeo proudly supports programs that make a positive impact on members of our partnered communities. As a hospitality company, serving people is at the core of what we do. In fact, it's our shared purpose.



Serving Haisla Elders in Kitimat, BC



Fort McKay First Nation Inauguration



Fort McMurray First Nation #468 Treaty Days



Fort McKay Job Fair

