



**Atura Power**

---

**Reconciliation  
Action Plan  
2025**



# Contents

---

- 1 About Atura Power
- 2 A Message from the President and Chief Executive Officer
- 3 About the Artist
- 4 *Maajigami (We Are Growing Together)*
- 5 Reconciliation Action Planning
- 7 Our Key Pillars & Commitments
  - Leadership
  - Cultural Awareness
  - Relationships
  - Economic Reconciliation and Empowerment
  - Environmental Stewardship and Conservation
- 26 Working Together
- 27 Intern Spotlight
- 28 Mutual Collaboration
- 29 Acknowledgements

# Land Acknowledgement

**Atura Power acknowledges that our operations are situated on the traditional and treaty territories of the Huron-Wendat, Anishinaabe, and Haudenosaunee Peoples.**

Our facilities across Ontario are in regions that many First Nations, Métis, and Inuit Peoples continue to call home. We recognize their enduring presence and the vital roles they play as stewards of these lands, waters, and resources, as they have done for millennia. Atura Power is committed to building and nurturing respectful relationships with Indigenous communities as we work together towards a sustainable future.





# About Atura Power

**Atura Power is a subsidiary of Ontario Power Generation Inc. (OPG) and operates natural gas-fuelled electricity generating stations across Ontario.**

As one of the province's largest power producers, we contribute to an affordable, dependable, and sustainable energy mix. We are committed to delivering energy safely and reliably where it is needed most.

Our electricity generating stations are located in Halton Hills, Toronto, Windsor, and Napanee. These facilities help keep the provincial power grid stable by balancing renewable energy sources when supply changes. We are also developing new technologies, such as energy storage, hydrogen and solar production, to support Ontario's energy transition.

Atura Power is committed to fostering meaningful relationships with Indigenous Peoples and groups through reconciliation. Our vision is to build lasting partnerships based on respect, mutual understanding, and shared decision-making. Reconciliation is an ongoing process—one that requires continuous learning, meaningful action, and reflection.

We recognize the impacts of colonial policies and are committed to listening to Indigenous voices, honouring Indigenous rights and governance, and working together toward a future where Indigenous and non-Indigenous Peoples thrive. Through collaboration, education, and long-term commitment, we seek to build trust and contribute to the renewal of relationships based on recognition, respect, and reciprocity.

To learn more about our existing and/or proposed projects, visit us at [aturapower.com](https://aturapower.com).



# A Message from the President and Chief Executive Officer

## Tom Patterson

**At Atura Power, we recognize the profound importance of reconciliation and the responsibility we hold as a business to honor, respect, and support the rights, cultures, and aspirations of Indigenous Peoples.**

With this understanding, we are proud to present our inaugural Reconciliation Action Plan (RAP), which will guide us in taking meaningful and deliberate actions within our current and future operations.

Recognizing the importance of reconciliation and the responsibility of businesses to respect and uphold the rights, cultures, and aspirations of Indigenous Peoples, the commitments in Atura Power's Reconciliation Action Plan will serve as a roadmap for meaningful action now and into the future.

This plan is more than just a document—it is a commitment. Our RAP will be continuously shaped by ongoing learning and the feedback we receive through active engagement with Indigenous communities. We understand that reconciliation is an evolving path, and as such, we are dedicated to advancing and refining this plan over time.

At Atura Power, we are committed to listening, learning, and taking meaningful action. Through this ongoing process, we seek to build respectful, reciprocal relationships with Indigenous Peoples, with the goal of contributing to a more equitable and inclusive future for all.



**“Recognizing the importance of reconciliation and the responsibility of businesses to respect and uphold the rights, cultures, and aspirations of Indigenous Peoples, the commitments in Atura Power’s Reconciliation Action Plan will serve as a roadmap for meaningful action now and into the future.”**





# About the Artist

## Cathie Jamieson



**"I am grateful for the opportunity to collaborate with Atura Power and share my creative passion through this project. The connection I made with the team deeply informed and inspired this artwork, allowing me to embrace the growing narrative of Atura Power and highlight the company as we move forward together."**

**Cathie is a practising Anishinaabe artist, from the Mississaugas of the Credit First Nation with Haudenosaunee family ties on her father's side from Six Nation of the Grand River.**

She obtained a joint degree from the University of Toronto-Mississauga Campus and Sheridan College – studying various mediums such as painting, drawing, sculpting and photography.

Cathie's artwork is shaped by her own identity as an Anishinaabe kwe, touching on themes of the dream realm, powwow dancing, clan systems, natural elements, landscapes, figures, sound and abstract forms. Each artwork is influenced by the past and present, showing how life is reflected through the artist's eye.

Cathie often experiments with paints, fabrics, new application techniques, concepts and materials. The creation process allows for the art to live organically from start to finish. Cathie takes on the role as a storyteller through her creative artwork and art related projects.

She was an elected leader in the Mississaugas of Credit First Nation community from 2015 to 2021 and currently lives on Manitoulin Island, in Wikwemikong Unceded Territory.



# Maajigami (We Are Growing Together)

## Symbols and Meanings

**Maajigami (We Are Growing Together)**, represents the relationships we share with each other and the places that ground us, reflecting the strength and unity within our connections.

**The pine trees** represent nobility. They have the ability to reach the highest heights, so that they can watch over all.

**The birch trees** represent life. The marks on the birch act as a living record keeper; witnessing all exchanges of truth in the passing of time.

**The water** represents the sacred life source that runs through mother earth. The waters are essential for life in all living things.

**The sun** represents the grandfather (the male side of our energies) that works in tandem with the moon, the grandmother (the female side of our energies). The sun governs over the earth's waters.

**The stars** represent reflection of movement and sources of energy. They also symbolize our ancestors and our relationships to life and community.

**The wind** represents behavior and change. The winds respond to the changing stages of our communities.

**The crane** represents leadership and wisdom. The crane is the one who uses their voice to gather the community together.



**The 8-point star** represents balance, direction and the interconnectedness of life. Each point holds an order of governance and practice of succession through an experience.

**The woodpecker** represents communication and perseverance. Woodpeckers are messengers and record keepers; making marks on the trees that bring the truth to the community.

**The flowers** represent medicines that are found blooming in healthy environments. With petals of five or more, the florals echo our close relationships to nature.

**The dragonfly** represents transformation. It carries wisdom and stays connected to sources of life from the past to the present.

**The roots** represents a reminder of where we come from and how to keep grounded on the path forward.

**The soil** represents energy and how it is impacted by all forms of life above the surface.





# Reconciliation Action Planning

## Our Journey

**Atura Power's Reconciliation Action Plan (RAP) reflects our ongoing commitment to fostering respectful relationships and partnerships with Indigenous communities, businesses, and organizations in the regions where we operate and develop projects.**

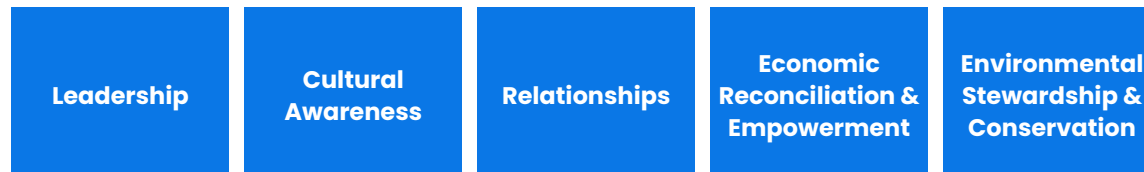
Our path towards reconciliation is a journey of reflection, learning, and meaningful engagement. We understand that this journey requires more than just words; it requires action, empathy, and a deep commitment to long-term change.

It has been 10 years since the Truth and Reconciliation Commission of Canada (TRC) released its Calls to Action. Among the pivotal calls is **Call to Action #92**, which urges businesses to respect Indigenous rights by adhering to the principles outlined in the **United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)**.

In line with this call, Atura Power recognizes the responsibility we have in integrating the rights of Indigenous Peoples into our policies, operations, and decisions, ensuring that we contribute to a future where reconciliation is a living reality.

Our RAP is guided by several foundational principles, shaped by key frameworks and the voices of Indigenous communities we work with, alongside with feedback from our staff. We are dedicated to working in collaboration with Indigenous Peoples, not as external entities, but as true partners in addressing shared goals and challenges.

At the core of our journey are the five pillars that will guide our actions and commitments toward reconciliation:



By committing to these five pillars, we believe that we can contribute to the healing process and help build a future where Indigenous communities and businesses thrive alongside the broader Canadian society.

This plan also aligns with the broader efforts of the:

- [The United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP), which affirms the inherent rights of Indigenous Peoples and outlines business responsibilities.
- [The Missing and Murdered Indigenous Women and Girls](#) (MMIWG) Calls for Justice, which emphasize the role of businesses in addressing economic, social, and safety inequalities.
- [The Truth and Reconciliation Commission](#) (TRC) Calls to Action, especially Call to Action #92, outlines corporate reconciliation responsibilities.





# Our Key Pillars and Commitments

- Leadership
- Cultural Awareness
- Relationships
- Economic Reconciliation and Empowerment
- Environmental Stewardship and Conservation





# Leadership

As Atura Power continues to play a key role in Ontario's electricity system, our Senior Leadership Team (SLT) is committed to ensuring our internal policies support reconciliation.

We understand that meaningful change starts with leadership and needs to be embedded across the organization.

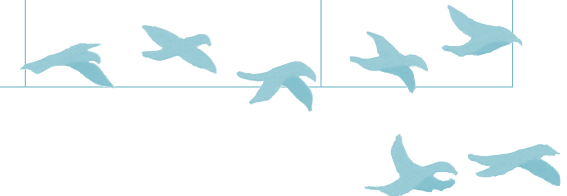
Through our Reconciliation Action Plan and this first pillar, Atura Power is focused on building education, trust, and respectful engagement.





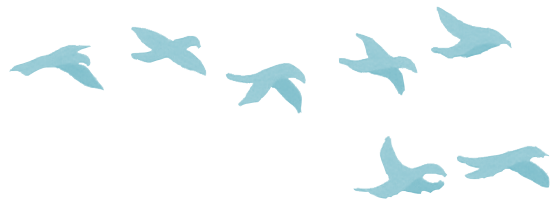
## Leadership

Focus	Action	Target	Status	Owner
1.1. Ensure Indigenous perspectives are considered at the SLT level through updated responsibilities, policies, and training programs	1.1.1. Ensure SLT has responsibility for overseeing and evaluating the strategy, actions, implementation, and progress of our Reconciliation Action Plan.	1.1.1a. At least 25% of SLT meetings per year include a review and evaluation of relevant RAP initiatives  1.1.1b. At least 3 strategic actions or decisions per year linked directly to RAP progress and evaluation	1.1.1 a & b. Ongoing – to be reassessed Q4 2025	Senior Leadership Team & Indigenous Relations
	1.1.2. Finalize and approve an Indigenous Relations policy which will serve as a framework to guide our interactions, ensuring that we respect Indigenous rights, cultures, and traditions.	1.1.2. 100% formal SLT approval and endorsement of the final Indigenous Relations policy	1.1.2. Ongoing – to be reassessed Q1 2026	
	1.1.3. Inform SLT members on the lived experience of Indigenous Peoples through annual Indigenous cultural awareness education and training.	1.1.3. 100% of SLT members complete or are scheduled to complete annual Indigenous cultural awareness education, and training sessions	1.1.3. Ongoing – to be reassessed Q4 2025	
	1.1.4. Provide culturally immersive training opportunities for SLT members to attend Indigenous led conferences, team-wide offsite events facilitated by Indigenous leaders, and events to connect with Indigenous communities nearby Atura Power projects.	1.1.4. 100% of SLT members have participated or are scheduled to participate in at least one event	1.1.4. To be reassessed Q4 2026	



## Leadership

Focus	Action	Target	Status	Owner
1.2. Ensure the Atura Power Board is consistently informed and engaged in the progress, outcomes, and challenges of the Reconciliation Action Plan (RAP)	1.2.1. Provide regular, and transparent updates at quarterly board meetings that enable informed decision-making and continued support for reconciliation initiatives.	1.2.1. Indigenous relations initiatives are updated to the Board at least once annually and as needed	1.2.1. Ongoing – to be reassessed Q4 2025	Indigenous Relations & Corporate Secretary
1.3. Ensure Indigenous Relations programs meet industry standards	1.3.1. Commence the process of obtaining the Canadian Council for Indigenous Business Partnership Accreditation in Indigenous Relations (PAIR) “Committed” Status to ensure our approach to Indigenous Relations is benchmarked against leading practices.	1.3.1a. PAIR Action Plan established to ensure all relevant criteria is captured  1.3.1b. Achieve PAIR “Committed” status	1.3.1. To be reassessed Q4 2026	Indigenous Relations, Supply Chain and Human Resources





# Cultural Awareness

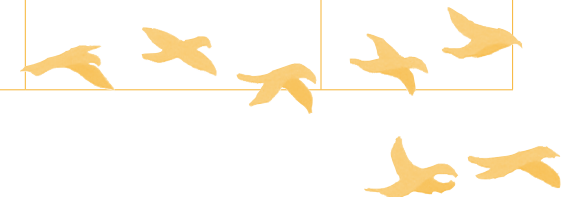
Reconciliation starts with understanding the truths, histories, and cultures of Indigenous Peoples.

Atura Power is committed to embedding reconciliation into our organization, recognizing the importance of fostering a strong and visible First Nations, Métis, and Inuit presence in our work.



## Cultural Awareness

Focus	Action	Target	Status	Owner
2.1 Foster a comprehensive understanding of Indigenous culture, the TRC Calls to Action, the MMIWG Calls for Justice and UNDRIP in an inclusive and integrated manner	2.1.1. Increase the number of Indigenous cultural celebrations and live speaker events or workshops organized (e.g., National Indigenous Peoples Day, National Day for Truth and Reconciliation, cultural workshops, or speaker events).  Measure employee participation rates and ensure key days of significance are included in the EDI program and organizational calendar.	2.1.1a. Organize and support at least 2-3 major events per year  2.1.1b. Include at least 2-3 major Indigenous days (e.g., National Indigenous Peoples Day, National Day for Truth and Reconciliation, etc.) in the calendar and EDI program each year	2.1.1. Ongoing – to be reassessed Q4 2025	Indigenous Relations
	2.1.2. Complete the development and successful launch of the Indigenous Cultural Awareness Training module, ensuring it meets organizational and cultural competency standards to inform all staff on the lived experience of Indigenous Peoples in Canada. Where possible, include content co-developed with Indigenous communities proximate to Atura Power's operations.	2.1.2. Launch a training module for all staff within 8-12 months from the start of development	2.1.2. Ongoing – to be reassessed Q2 2026	
	2.1.3. Develop a centralized Indigenous Relations resource page for employees, offering land acknowledgments, news and events, educational materials, and information on Indigenous communities. Review and update the resource page to ensure content remains current, relevant, and accurate.	2.1.3. Conduct at least one review per quarter to assess and update the content. Ensure that content identified as outdated is updated or removed within 2 weeks of review	2.1.3. Ongoing – to be reassessed Q1 2026	



# Cultural Awareness

Focus	Action	Target	Status	Owner
2.2 Empower employees to respectfully engage and build relationships with Indigenous groups through educational resources and internal support	2.2.1. Create a protocol document to guide and inform staff on how to respectfully engage elders and knowledge keepers by following traditional practices.	2.2.1. Indigenous engagement protocol document or guide for staff working with elders finalized and shared amongst staff	2.2.1. To be finalized by Q2 2026	Indigenous Relations and Human Resources
	2.2.2. Where available, support employees to participate in training and events such as attending speaker series events, ceremonies in local communities or volunteering to support urban or grassroots Indigenous organizations.	2.2.2. Relevant HR policies reviewed and updated to allow set aside learning hours or days for employees to participate in these events	2.2.2. To be finalized by Q2 2026	





# Relationships

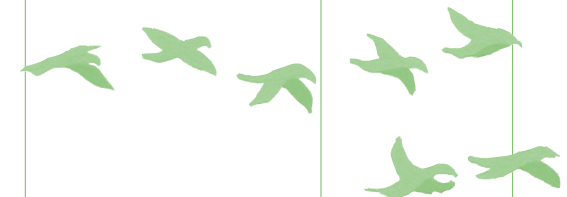
Atura Power recognizes that the path to reconciliation requires ongoing engagement, dialogue, collaboration and, most of all, listening.

We are committed to building positive, reciprocal relationships through shared benefit with Indigenous communities, businesses and organization based on respect and understanding.



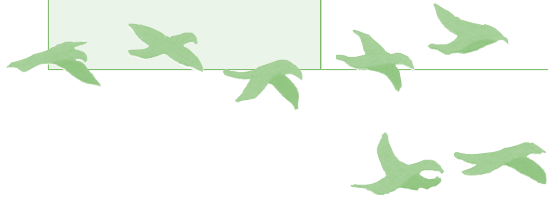
## Relationships

Focus	Action	Target	Status	Owner
3.1. Build meaningful relationships with Indigenous communities proximate to where Atura Power operates	3.1.1. Track the number of opportunities provided to Indigenous communities to visit project sites before decisions are made.	3.1.1. Number of site visits offered to Indigenous communities during the planning phase of each project	3.1.1 – 3.1.5. Ongoing – to be reassessed at the end of the project life cycle	Project Managers, Indigenous Relations and Major Projects
	3.1.2. Track the number of regular meetings held between project teams and Indigenous communities throughout the project lifecycle.	3.1.2. Hold at least one meeting every quarter with Indigenous communities across any Atura Power site during the planning, permitting and monitoring stages of the project		
	3.1.3. Ensure that appropriate capacity funding is provided to Indigenous communities to support their participation in discussions, including understanding project impacts and benefits to support their active involvement in decision-making processes.	3.1.3. All project development budgets incorporate appropriate consideration for capacity funding		
	3.1.4. Monitor the number of Indigenous communities that receive capacity funding and actively participate in project discussions, including the assessment of project impacts and benefits, ensuring they are equipped with the necessary resources to fully understand and contribute to the decision-making process.	3.1.4. Engage at least three to five Indigenous communities annually with capacity funding to facilitate their participation in project discussions when Atura is developing projects		
	3.1.5. Establish relationship-based goals in addition to project-based goals to ensure meetings with Indigenous communities are used to build relationships in the spirit of reciprocity.	3.1.5. Where relevant, include relationship building goals in project planning objectives with Indigenous communities		



## Relationships

Focus	Action	Target	Status	Owner
3.2. Facilitate ongoing dialogue and engagement sessions to ensure the RAP remains responsive to the needs of Indigenous communities	3.2.1. Publish the full Reconciliation Action Plan (RAP) on Atura's website and provide an accessible, ongoing feedback mechanism for Indigenous communities and employees to share their thoughts, concerns, and suggestions which will inform updates to the RAP.	3.2.1. Track visits to the RAP page and aim to collect at least 5 actionable, relevant, and constructive feedback submissions annually	3.2.1 – 3.2.2. Ongoing – to be reassessed Q4 2026 and as needed	Human Resources
	3.2.2. Organize engagement sessions with Indigenous communities, employees and other partners to discuss the progress of the RAP and gather input on areas for improvement or new initiatives.	3.2.2a. Host at least 3 engagement sessions with Indigenous communities, employees, and other partners following the release of the RAP  3.2.2b. Achieve at least 25-50% participation from Indigenous groups invited to each session		

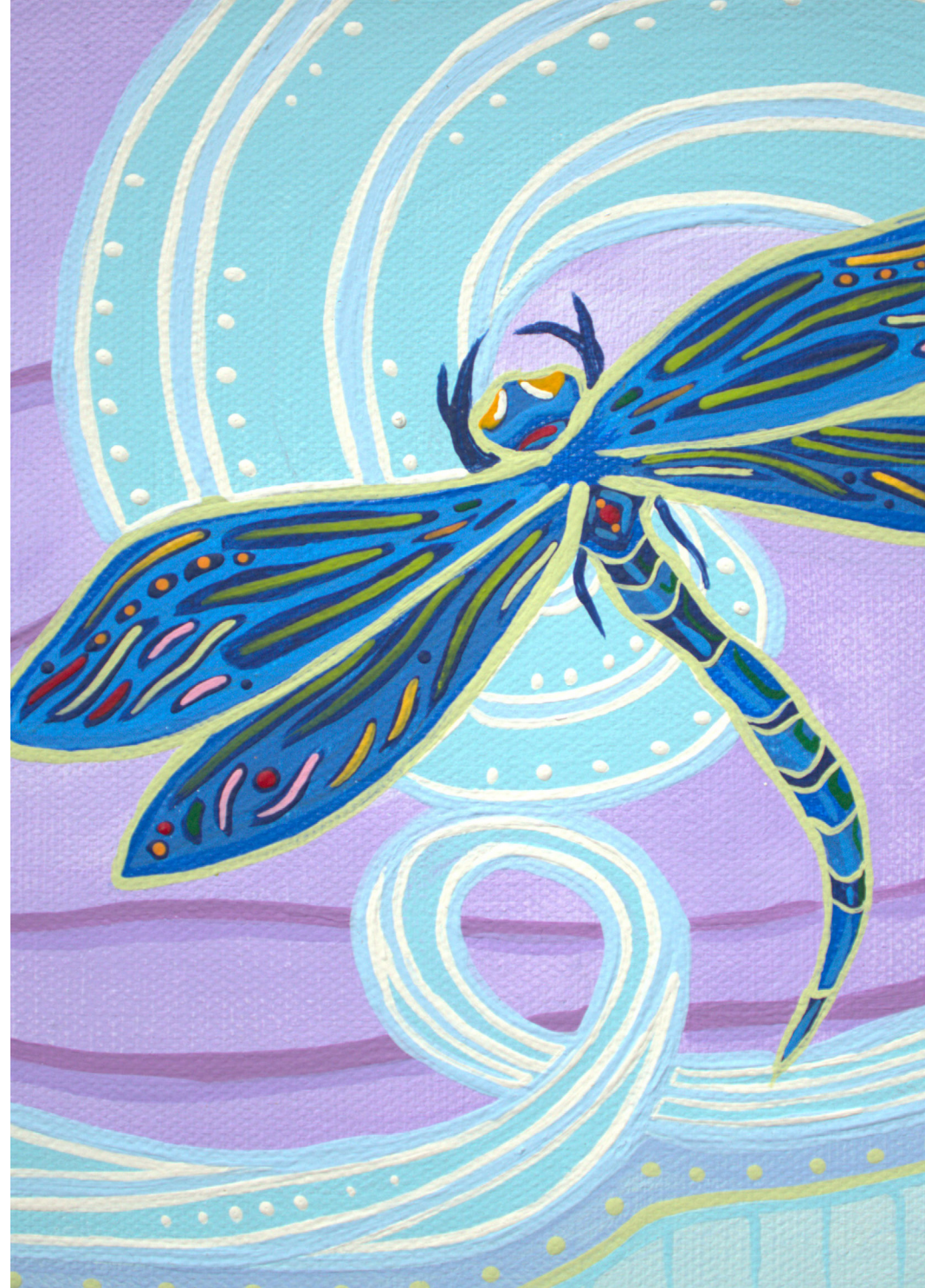




# Economic Reconciliation and Empowerment

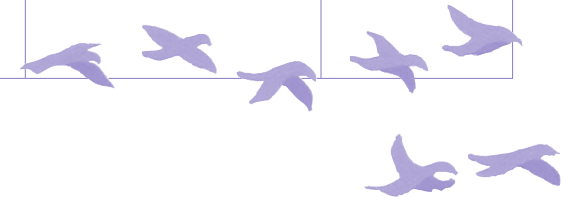
Atura Power is committed to creating economic opportunities with Indigenous communities by prioritizing Indigenous businesses and organizations in our procurement process.

We will strengthen our hiring practices with a goal to attract, develop, and retain Indigenous talent, fostering a culturally inclusive workplace and offering meaningful career opportunities in partnership with Indigenous Peoples.



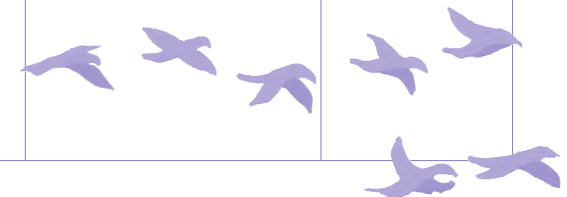
## Economic Reconciliation and Empowerment

Focus	Action	Target	Status	Owner
4.1. Drive sustainable economic growth and opportunity for Indigenous communities and businesses	<p>4.1.1. Strengthen procurement processes to increase spend with Indigenous Businesses through ease of access and relationship building by:</p> <ul style="list-style-type: none"> <li>• Reviewing and enhancing procurement policies to prioritize sourcing from Indigenous-owned businesses and ensure equitable access to contracting opportunities through capacity building workshops on how Indigenous suppliers can work with Atura Power and be added to the vendor registry.</li> <li>• Continuing to grow the supplier diversity program that actively seeks to include Indigenous businesses in the supply chain by separating our scoring for Indigenous inclusion from broader supplier diversity initiatives.</li> <li>• Exploring membership opportunities with the Canadian and Aboriginal Minority Supplier Council and other Indigenous supplier organizations to increase visibility and build relationships with potential vendors to socialize opportunities for working with Atura Power directly or as a sub-contractor with existing vendors.</li> </ul>	<p>4.1.1a Revise the competitive bid scoring matrix to prioritize vendors who are Indigenous owned or include Indigenous businesses as subcontractors</p> <p>4.1.1b Conduct at least 3 workshops with interested Indigenous suppliers to share information on how to work with Atura Power by becoming a registered vendor and connecting with procurement professionals in the organization</p> <p>4.1.1c Review supplier onboarding criteria and processes to identify opportunities to remove barriers for Indigenous suppliers and increase accessibility</p>	4.1.1. Ongoing – Assess Q4 2026	Supply Chain



## Economic Reconciliation and Empowerment

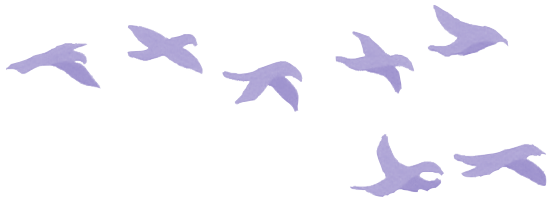
Focus	Action	Target	Status	Owner
	<p>4.1.2. Develop long-term, sustainable economic partnerships with Indigenous organizations and communities to support long-term prosperity, ensuring that partnerships benefit both parties equally by:</p> <ul style="list-style-type: none"> <li>• Engaging Indigenous communities, economic development corporations and capital providers on appropriate project opportunities.</li> <li>• Identifying ideal models of shared ownership in collaboration with Indigenous communities.</li> </ul>	<p>4.1.2. Establish at least 2 partnership agreements with Indigenous communities focused on joint economic development initiatives</p>	<p>4.1.2. Ongoing – Assess Q4 2026</p>	<p>Indigenous Relations and Business Development</p>
<p>4.2. Increase meaningful employment opportunities for Indigenous Peoples through enhanced recruitment processes</p>	<p>4.2.1. Enhance advertisement, assessment, selection, and other recruitment processes to be more considerate of Indigenous perspectives for increased accessibility from candidates by:</p> <ul style="list-style-type: none"> <li>• Creating culturally safe and inclusive recruitment practices through revised processes that are culturally informed and accessible for Indigenous candidates, such as culturally safe interview practices or interview questions with respectful communication.</li> <li>• Collaborating with Indigenous communities and employment resource centers, especially where local to our operations, to increase awareness of employment opportunities at Atura Power, as well as build relationships with candidates.</li> </ul>	<p>4.2.1a. All new job opportunities are posted on Indigenous job boards and promoted amongst relevant employment centres in areas where qualified candidates exist</p> <p>4.2.1b. Establish at least 1-2 new recruitment partnerships with Indigenous organizations</p> <p>4.2.1c. Implement culturally safe interview practices for 100% of hiring decisions</p>	<p>4.2.1. Ongoing – Assess Q4 2026</p>	<p>Human Resources</p>





## Economic Reconciliation and Empowerment

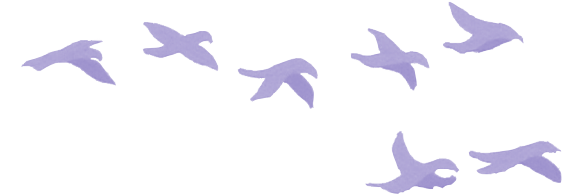
Focus	Action	Target	Status	Owner
	<ul style="list-style-type: none"> <li>• Providing application and resume assistance to Indigenous candidates through the Human Resources Department.</li> <li>• Establishing recent graduate recruitment efforts by working directly with Indigenous segments of Universities or Indigenous-serving institutes, as well as experienced talent recruitment strategies by partnering with Indigenous recruitment firms and identifying transferable skills that may be considered in absence of other qualifications.</li> <li>• Actively attending and participating in Indigenous focused career fairs to connect with potential candidates and promote opportunities at Atura Power.</li> </ul>			
	<p>4.2.2. In collaboration with Indigenous communities develop a framework that outlines how Atura Power will offer specific employment and training opportunities to Indigenous communities proximate to Atura Power's operations to increase accessibility amongst Indigenous candidates.</p>	<p>4.2.2. Draft framework to be approved by Atura Power leadership and participating communities, and prepared for implementation</p>	<p>4.2.2. Ongoing – Assess Q2 2026</p>	



## Economic Reconciliation and Empowerment

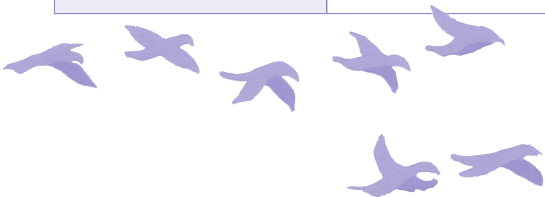
Focus	Action	Target	Status	Owner
4.3. Ensure Indigenous employees are supported and given opportunities for growth across all levels of the organization in a culturally appropriate manner through training and development programs	4.3.1. Support the advancement of Indigenous employees by establishing mentorship and professional development programs considerate of Indigenous perspectives and career paths to enhance opportunities for growth and retention, such as: <ul style="list-style-type: none"> <li>Establishing partnerships with training organizations, educational institutions, and community groups to provide additional skills development resources for Indigenous members.</li> <li>Creating opportunities for Indigenous employees to explore secondments with Indigenous-led utilities and energy development organizations.</li> <li>Allowing Indigenous employees to attend at least one Indigenous professional development conference or seminar each year.</li> </ul>	4.3.1a. Encourage Indigenous employees to participate in mentorship or leadership development programs  4.3.1b. Form at least 1-2 partnership(s) with Indigenous educational institutions or community training providers within 12 months  4.3.1c. Increase Indigenous employee representation across all organizational levels by 5% annually	4.3.1 – 4.3.4. Ongoing – Assess Q4 2026	Human Resources
	4.3.2. Work directly with OPG and the Indigenous Opportunities Network (ION) <sup>1</sup> to align on Atura Power's ongoing resource needs to grow Indigenous skilled talent and increase the representation of Indigenous employees through skills development.	4.3.2. Engage the ION and identify opportunities to provide Indigenous employees with skills development training		

<sup>1</sup> Indigenous Opportunities Network (ION) is a program that works to establish a network of employers in the energy industry that is dedicated to recruitment of Indigenous Peoples, honouring OPG's Reconciliation Action Plan (RAP) and Equity, Diversity, and Inclusion (ED&I) Strategy. The program strives to create an engaging and inclusive workforce that reflects the broad diversity of Indigenous communities and peoples across our company.



# Economic Reconciliation and Empowerment

Focus	Action	Target	Status	Owner
	4.3.3. Review and update existing corporate HR systems where appropriate, based on the outcomes of our Indigenous community engagement process, to integrate aspects of Indigenous knowledge and culture into the workplace.	4.3.3. Ensure policies are reviewed at least annually to incorporate Indigenous perspectives or cultural considerations (e.g., inclusion of Indigenous holidays, cultural competency in performance management, etc.)		
	4.3.4. Begin to collect and monitor self-identification data of Indigenous employees at Atura Power to determine the appropriate time for creating an Employee Resource Group (ERG) for Indigenous employees and allies. This ERG will aim to provide dedicated space for Indigenous employees and various platforms to collect feedback and ensure their voices are heard.	4.3.4. Systems established to collect and monitor self-identification data		





# Environmental Stewardship and Conservation

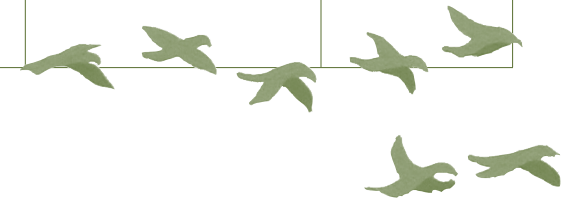
Atura Power acknowledges Indigenous Peoples as the original stewards of the land and waters. Their perspectives, Traditional Knowledge, and cultural wisdom are essential to our commitment to responsible and sustainable development.

As part of our ongoing Reconciliation Action Plan, Atura Power is dedicated to integrating the perspectives and Traditional Knowledge of Indigenous communities into our approach to responsible development.



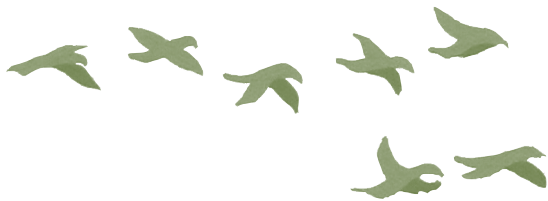
## Environmental Stewardship and Conservation

Focus	Action	Target	Status	Owner
5.1. Integrate Indigenous perspectives and traditional knowledge into project activities and practices	5.1.1. Develop an enterprise-wide Archaeological Risk Management Plan (ARMP) to support monitoring activities such as identification of Archaeological Sites and Cultural Resources, Mitigation Measures for Site Disturbance and Protocols for Artifact Discovery and Excavation (e.g., halting work, notifying appropriate authorities, and engaging archaeologists).	5.1.1. 100% compliance with protocols within 24 hours of an archaeological discovery	5.1.1.-5.1.2. Ongoing – Assess Q4 2026	Indigenous Relations, Major Projects, and Project Managers
	5.1.2. Ensure Indigenous Traditional Knowledge is integrated into the development of environmental and sustainability policies for projects, particularly those that impact land, water, and natural resources, through meaningful collaboration with Indigenous communities.	5.1.2. Host at least three consultation sessions with Indigenous communities to update environmental and sustainability policies for projects based on prioritized learnings		



## Environmental Stewardship and Conservation

Focus	Action	Target	Status	Owner
5.2. Raise awareness of biodiversity issues and implement proactive measures to protect and preserve ecosystems	5.2.1. Partner with OPG, environmental organizations, and local conservation groups to support biodiversity protection and ecosystem restoration efforts such as wildlife habitat restoration, tree planting initiatives, or protecting endangered species.	5.2.1. Identify and participate in collaborative biodiversity and ecosystem restoration projects annually, where necessary	5.2.1. Ongoing – assess annually	Indigenous Relations, Major Projects, and Project Managers
	5.2.2. Assess and publicly report on the tangible outcomes of each biodiversity and restoration initiative, both on-site and community-based efforts, including metrics such as the number of trees planted, species protected, or hectares of habitat restored. Where relevant, include information on how conservation efforts were guided by Indigenous perspectives.	5.2.2. Publish sustainability report that includes specific, measurable outcomes from these collaborative projects	5.2.2. Ongoing – assess during the life cycle of the project	





# Working Together

## Nbisiing Power

**Nbisiing Power GP Inc. (Nbisiing Power) is an Indigenous-owned and lead business operating in Nipissing First Nation. In partnership with Composite Power Group, Nbisiing Power specializes in reselling engineered electrical equipment with a focus on Indigenous procurement opportunities in the energy industry.**

As a strategic partner, we support Nipissing First Nation's economic diversification and capacity building goals, while providing community benefits and stable revenue streams.

Atura's Napanee Battery Energy Storage Project has significantly supported Nbisiing Power's growth across all areas of our business. Since the release of the relevant RFPs, Atura Power has demonstrated exceptional relationship-building efforts, fully committed to collaborating with us toward contract award and project success.

This opportunity has advanced the growth of our business and directly contributed to our goal of delivering community benefits and creating stable revenue to support Nipissing First Nation's vision and mission. Alongside Composite Power Group, Nbisiing Power employs four fulltime, 100% Indigenous staff.



**Christine Goulais**  
**Nbisiing Power, CEO**



# Intern Spotlight

## Shawnacey Williams



**“The potential to work in trades as an Indigenous woman entails breaking down obstacles and confronting preconceptions. It means empowerment for both myself, my daughter and my community [as well as] a voice for my mom, grandmother, and great-grandmother and letting them know what they went through was not for nothing.”**

**Shawnacey Williams is a graduate of Lambton College’s CPET program. She is a fourth-class engineer working towards third-class certification. Shawnacey’s family is from Aamjiwnaang First Nation and the Chippewas of Kettle and Stony Point First Nations. She was the recipient of Atura Power’s ‘Women in Power Engineering Bursary’ and interned at Atura Power.**

I interned at Atura Power Brighton Beach Generating Station from May 2024 – August 2024. It was an amazing opportunity and a positive experience, from which I gained hands-on experience.

Being in a typically male-dominated industry allowed me to highlight Indigenous women’s skills and knowledge while also creating space for more representation and setting a good example for the youth. This opportunity was about more than personal growth — it was about inspiring the next generation to pursue their passions and showing them that success is possible in any field they choose, with determination and effort, even when the path is challenging. It was an opportunity to honour my background while also contributing to the economy and encouraging workplace diversity.

From the four months I was at Atura Power, I absorbed a lot more than I expected to. They were always kind, professional, and answered our questions.

I believe that experiences like this can aid in fostering relationships within the sector and support the inclusion of Indigenous peoples in technical and trade professions.

# Mutual Collaboration

## Smoke Architecture

**Smoke Architecture is engaged directly by Ameresco, on behalf of Atura Power, as part of their commitment to and implementation of corporate reconciliation efforts through mutually beneficial collaboration with Indigenous Nations and communities.**

Our participation involves applying our knowledge of traditional Indigenous ways of building and site planning to meet the needs of the Operations and Maintenance (O&M) building for the Atura Power BESS Napanee project development. Smoke was given broad freedom to propose a design solution for this project, connecting with the history of the land use, the original settlement's building typology, and to reinterpret them for the program needs of the building.

Atura Power's decision to partner with Smoke Architecture Inc., a 100% Indigenous-owned and women-operated architectural design firm, is a demonstrative step on the path of reconciliation.





# Acknowledgements

**We extend our heartfelt gratitude to all who contributed to the development of Atura Power's inaugural Reconciliation Action Plan. This Plan represents more than a document—it is the outcome of meaningful collaboration, respectful dialogue, and a shared commitment to reconciliation.**

We are deeply thankful to the Indigenous leaders, advisors, and community partners who generously shared their perspectives and insights. Your voices have been essential in shaping the foundation of this Plan. We also wish to acknowledge the contributions of our employees, leadership team, and all those who championed this work from within and beyond our organization. Your commitment and advocacy have helped bring this Plan to life.

A special thank you to the team at Creative Fire for their guidance and support in the development and design of this Plan, and to our artist, Cathie Jamieson, whose work so beautifully reflects the spirit of this journey.

Thank you for walking beside us on this path toward reconciliation. We are committed to listening, learning, and acting with integrity as we move forward together.



# Atura Power

---

## Contact Us

1415 Joshuas Creek Drive, Unit #200  
Oakville, ON L6H 7G4

**[aturapower.com](http://aturapower.com)**

