



## 360'S INDIGENOUS COMMITMENT STATEMENT

360 is unwavering in our commitment to fostering deep and meaningful partnerships with Indigenous communities across our nation. As a purpose-driven company, we firmly believe in our capacity to effect positive change within the communities where we operate.

Our stated purpose is that We Make a Difference, and our commitment extends far beyond mere words; it is a pledge to take concrete actions that demonstrate our dedication to making a significant and lasting impact. At the heart of our commitment lies a multi-faceted approach:

- 1. Education and Training:** We commit to educating ourselves, employees and industry partners on First Nations history, customs, and worldview. Understanding Indigenous worldviews will help cultivate our holistic approach to reconciliation.
- 2. Empowering Indigenous Businesses:** We are dedicated to empowering Indigenous-owned and Indigenous-partnered businesses. We recognize the immense value these enterprises bring to their communities and the broader economy. To this end, we actively engage with an ecosystem of vendors that includes Indigenous businesses, thereby contributing to their growth and sustainability.
- 3. Creating Economic Opportunities:** Our commitment includes a steadfast determination to provide employment opportunities for Indigenous community members. We believe in the transformative power of meaningful employment in fostering self-reliance and prosperity. By hiring from within Indigenous communities, we aim to uplift individuals and families while enriching our own workforce with diverse perspectives.
- 4. Supporting Community Initiatives:** We align ourselves with key community initiatives that resonate with our core values. We actively seek out projects and programs that address critical issues such as education, healthcare, cultural preservation, and environmental stewardship. Through our support, we aim to support the social fabric of Indigenous communities and contribute to their holistic well-being.
- 5. Measuring and Evolving:** Our commitment is not static. We will continually assess our impact, seeking ways to enhance our contributions and adapt to evolving needs. Through regular evaluation and feedback, we will ensure that our actions remain aligned with the aspirations and priorities of the communities we serve.

In sum, our commitment to Indigenous communities is rooted in a profound belief in the power of partnership, economic empowerment, and shared values. We are driven by the conviction that together, we can create a brighter, more equitable future for all, leaving a legacy of positive change for generations to come.

Ryan Smith  
CEO

Mark Ashton  
President

Bryce Watson  
Chief Regulatory &  
Compliance Officer

### Buffalo Shield Artist Profile

Stephanie One Spot is from the Tsuut'ina Nation, just west of Calgary. She is a recent graduate of the Alberta University of the Arts, an entrepreneur, and an emerging Artist in the Tsuut'ina and surrounding area.

