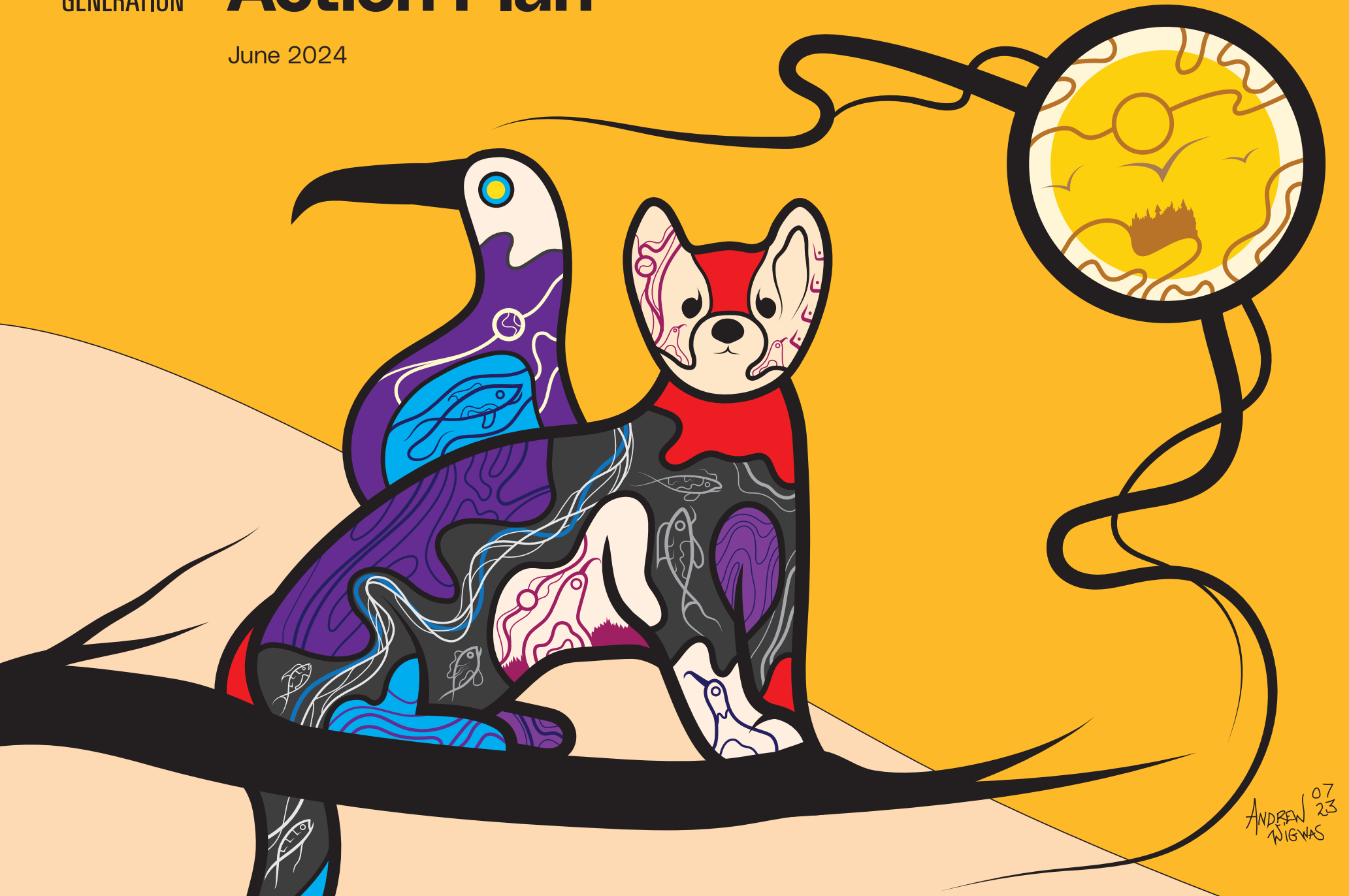


Reconciliation Action Plan

June 2024





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About Ontario Power Generation

Ontario Power Generation (OPG) is a climate change leader with one of the most diverse generating portfolios in North America, meeting about half of Ontario's power needs. We invest millions in local economies and employ thousands of people to operate and maintain a modern, sophisticated energy fleet. We partner with local and environmental groups to improve the well-being of our many site communities. And our ground-breaking development partnerships with Indigenous communities are creating lasting economic benefits.

Having delivered one of the world's single-largest climate change actions by closing our coal stations, OPG is now focused on electrifying life in one generation, [while becoming a net-zero company by 2040 and enabling a net-zero economy by 2050](#). To achieve our goals, we're leading the development of new low-carbon energy technologies, including Small Modular Reactors (SMRs), energy storage, and green hydrogen, while investing in our nuclear and hydroelectric operations and supporting the electrification of transportation.

We aim to achieve all these initiatives while prioritizing people, partnerships, and the environment. This includes continuing to make progress on our [Reconciliation Action Plan](#) and [Equity, Diversity, and Inclusion \(ED&I\) strategy](#).



Our Goals

Pillar 1: Leadership

Commit to reconciliation as a journey and track progress on accountability with metrics and targets around commitments.

Pillar 2: Relationships

Build positive and mutually beneficial relationships with Indigenous communities and peoples based on respect and understanding.

Pillar 3: People

Create an engaged and inclusive workforce that reflects the broad diversity of Indigenous communities and peoples across our company.

Pillar 4: Economic Empowerment

Advance economic reconciliation with Indigenous communities and businesses through meaningful engagement, collaboration and partnership

Pillar 5: Environmental Stewardship

Be a trusted partner in environmental stewardship and an ally in addressing climate change.

About the artist

Bringing Indigenous stories to life on canvas

Andrew Wigwas, a proud member of the Gull Bay First Nation, is a gifted acrylic artist hailing from Thunder Bay. With a deep connection to his roots and a passion for storytelling through art, Andrew's creative journey is an inspiring tale of self-discovery and cultural exploration in the Woodlands art style.

From a young age, Andrew found solace in the act of drawing. His artistic journey began with simple sketches and doodles, his artistic prowess growing with each stroke of the pen. By age 12, he had embraced the digital realm, breathing life into his visions on a digital canvas. This early experimentation with technology became a stepping stone to his future in the world of art.

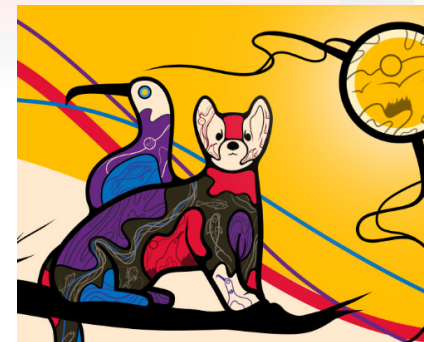
As life evolved and responsibilities expanded, Andrew's artistic pursuits were temporarily shelved. It wasn't until the birth of his first son in 2019 that the urge to express himself through the tactile medium of acrylic paint became irresistible. This pivotal moment marked the genesis of a new chapter in Andrew's artistic journey. He embarked on a mission to honour his Indigenous heritage and preserve it through the rich tradition of painting on canvas.

Over time, Andrew's creative path expanded beyond traditional canvas and paint. He has skillfully integrated digital techniques into his artistic process, enabling him to reach a wider audience while staying true to his roots. In his art, the landscape of Thunder Bay and the wisdom of the Gull Bay First Nation converge, painting a powerful picture of tradition, transformation, and the enduring spirit of an Indigenous man who tells his story through the universal language of art.



About the cover art “Marten Clan’s Eternal Connection”

Produced in the Woodlands art style, Andrew Wigwas's “Marten Clan’s Eternal Connection” depicts the story of the Marten Clan. At the core of this piece is the marten, the cherished emblem of the Marten Clan within Indigenous Ojibwe communities and a potent symbol of their heritage and identity. The Marten Clan was known for their skills in defensive strategy.



Upon the marten's back is a bird-like spiritual guide that signifies the presence of a wise and ever-watchful guardian. This ethereal guide, in its perpetual vigil, watches over the Marten Clan, fostering learning opportunities that span a lifetime. The spiritual guide's bird-like form represents the freedom and guidance that accompanies individuals on their unique journeys through life.

A crucial aspect of this stunning art piece is the sun, a radiant symbol that bathes the entire scene in warm, illuminating light. The sun offers a unique perspective from above, connecting the spiritual guide, the marten, and the physical world into a singular, harmonious entity. This heavenly viewpoint reinforces the profound interconnectedness of the spiritual, natural, and human realms.

Inside the marten's magnificent form, the artwork unravels the flow of water and life, emphasizing the indispensable role it plays in our existence. Water, the wellspring of life, meanders through the marten's silhouette, carving pathways that mirror the winding journey of our lives. It serves as a reminder of the vital connection between the Marten Clan and the land, highlighting the sacred importance of their ancestral homelands and the wisdom passed down through generations.

The memories, journeys, and experiences of the Marten Clan are meticulously represented within the marten itself. Various imagery weaves through its contours, each symbol and motif recounting tales of the past, present, and future. Every stroke of the artist's brush becomes an invitation to explore the rich tapestry of their history, where memories are etched, journeys are retraced, and experiences are immortalized in vibrant colors and intricate patterns.

A Message from our Board Chair and President & CEO

OPG's ambitious vision is to electrify life in one generation.

To fulfill this, we will need the talents of our 10,000-plus employees as well as advancements in new low-carbon energy technologies, like Small Modular Reactors. But, most importantly, we will need the full support and participation of Indigenous communities and businesses. Simply put, there will be no net-zero future or electrification without Indigenous partnership.

Reconciliation and building our low-carbon energy future go hand in hand, for OPG and for Canada. It's one of the primary reasons OPG launched its first-ever Reconciliation Action Plan (RAP) back in 2021. In the years since, we have met our short-term goals and continue to revise our approach and targets, just as the plan intended. As a living, breathing document, our RAP and its actions and goals will change over time.

In that spirit, we went back to the original goals and commitments outlined when we launched our plan, to see where we could improve, and which goals needed more of our attention and effort. The result is this fully refreshed RAP.

In this document, we recap our journey so far, including the progress we made in 2023. Some key achievements include reaching \$142 million in Indigenous contract awards, surpassing our target of \$84 million, and delivering \$18.4 million in equity distributions to our Indigenous partners. We

also offered Mentoring Plus spaces to Indigenous employees to promote their development by building meaningful mentoring and sponsorship relationships.

In this report, we share our outlook for the future as well, with new goals and actions for 2024 and beyond. With a renewed focus, we hope we can take more effective, concrete steps on our journey to Reconciliation. This includes achieving our primary goal of growing our economic impact on Indigenous communities and businesses by \$1 billion by 2031, as well as increasing Indigenous representation at all levels of the company.

As you will see in the following pages, OPG is making real and steady progress toward Reconciliation. And in the years ahead, as we strive to build our electric future, we will continue to build the necessary partnerships with Indigenous communities and businesses to realize our ambitious vision.

Together, we will electrify life in one generation.

Thank you.

Wendy Kei,
Board Chair

Ken Hartwick,
President & CEO



“Some key achievements include reaching **\$142 million** in Indigenous contract awards, surpassing our target of **\$84 million**, and delivering **\$18.4 million** in equity distributions to our Indigenous partners.”



Our journey so far

OPG and its predecessor company, Ontario Hydro, have generated electricity in this province for more than a century. It is a heritage marked by service to the people of Ontario and a commitment to the principle of generating power with purpose.

Over two decades ago, our company realized that in order to move forward in building respectful relationships with Indigenous communities and peoples, we first had to look at our past. This meant acknowledging that hydroelectric development over the better part of the 20th century had significant adverse impacts on many Indigenous communities in Ontario.

In 1992, OPG developed a formal framework to assess and resolve historic grievances, largely related to the flooding of First Nation lands. Since then, we have reached final settlement agreements and delivered formal apologies to 21 First Nations through a respectful, non-adversarial, and community-based process. This involved many challenging conversations; but more than anything, it required us to listen, to learn, and to understand the truth about our history.

In many ways, this marked the beginning of our Reconciliation journey. By acknowledging our past, we could begin renewing our relationships with Indigenous communities and peoples over time. It also laid the groundwork for future low-carbon power development partnerships. Today, we have now completed equity partnerships with five First Nations on four new generation projects, including a solar facility built on the former grounds of one of North America's largest coal stations.



Together with Indigenous partners, we have created jobs, trained skilled workers, provided lasting economic benefits, and built power projects that continue to supply Ontario with low-carbon electricity and will support its electrifying future.

In 2021, as a sign of our progress, OPG received Gold Certification through the Canadian Council for Aboriginal Business' Progressive Aboriginal Relations program. This designation recognizes our sustained leadership in Indigenous relations and our commitment to working with Indigenous businesses and communities through innovative programs and engagement. In 2024, we are undergoing a re-certification review that will allow us to reflect on the past three years and identify our successes and areas for continued growth and improvement.

Also in 2021, we launched our first Reconciliation Action Plan (RAP) in support of the Truth and Reconciliation Commission's Call to Action #92, which urges corporate Canada to help create a better future. Through our RAP, we established several ambitious goals for ourselves to further advance Reconciliation with Indigenous communities, businesses, and organizations.

In 2022, a year after the plan's launch, we met all of our first-year targets. This included delivering \$77 million in economic benefits to Indigenous communities and businesses, with \$56 million in Indigenous procurement and approximately \$21 million in distributions from our equity partnerships with Indigenous partners. We also continued to hire skilled Indigenous employees through our Indigenous



Opportunities Network and increased funding for Indigenous community initiatives.

The RAP has required all of us to think innovatively and, sometimes, change the way we do things. We continue to educate our employees and business units across the company on how they can advance the RAP's goals, including by providing training on Indigenous culture and relations. And we are developing new ways to identify and enable Indigenous business participation in OPG projects.

We are proud of how far we have come as a company but understand there is still so much more we need to do. We remain committed to listening, learning, and building respectful relationships as we continue our Reconciliation journey.

2023 RAP update

In 2023, we continued to focus on our RAP commitments, while developing new ones for upcoming years. We know there is more work to be done and we are working towards continuous improvement. This section provides an overview of the progress on our 2023 goals under the plan's five pillars.

Pillar 1: Leadership



Timeline	Commitment	2023 Target	Status	Details
2023	Establish a system to formalize tracking of OPG's RAP actions and results	System in place with ability to produce reports.	Complete/ Ongoing	Process established for tracking and measuring progress on targets through RAP Working Group. Supply Chain also has tracking mechanism. Process established for developing and publishing annual report on RAP commitments
2022	Continue to ensure OPG's policies are aligned with and support Reconciliation principles as part of the ongoing review process	IR Policy updated to reflect Reconciliation principles.	Completed/ Ongoing	Annual review and update to OPG's Indigenous Relations (IR) Policy is ongoing
2021	Continue to incorporate Land Acknowledgements into Board meetings	Land Acknowledgements and personal Reconciliation reflections incorporated into Board meetings.	Ongoing	Every Board meeting opens with a Land Acknowledgement

Pillar 2: Relationships



Timeline	Action	Target/Goal	Status	Details
2023	Proactively seek feedback on community engagement and communications and address gaps	One survey conducted.	Complete	<p>Conducted a survey of 150 individuals representing 57 Indigenous Nations and communities and 34 Indigenous businesses proximate to OPG operations, to assess the frequency and adequacy of engagement and communication.</p> <p>Findings will be used to develop strategies to address gaps and increase opportunities for communication.</p>
2024	Enhance Indigenous community outreach and collaboration within OPG's dam safety program and initiatives	Indigenous youth water safety initiative launched.	On track	Hiring an Indigenous post secondary or graduate student in 2024 to work with operations and the dam safety group to plan the 2024 fall Emergency Preparedness Exercise.
2023	Continue to collaborate with local Indigenous communities to weave Indigenous knowledge and values into the development of the new OPG Headquarters	<p>Establish procurement and employment goals for the project.</p> <p>Indigenous cultural elements incorporated in the design of the new OPG Headquarters.</p>	On track	<p>Design considerations: Legacy space, healing circle, medicine garden, graphics/art that provide educational opportunities.</p> <p>Contract partner procurement and employment equity goals for the project: 3% minimum percentage of spend to Indigenous suppliers and Indigenous joint ventures.</p> <p>Minimum \$5M spend for furniture through OPG VOR.</p>

Pillar 3: People

Timeline	Action	Target/Goal	Status	Details
2023	Build awareness and promote participation in RAP implementation across OPG	Communications Plan developed.	Complete	Draft plan created for internal RAP communications to raise awareness and encourage participation across the organization.
2023	Enable and encourage Indigenous employees to self-identify	Accurately reflect Indigenous representation among workforce.	Complete/ Ongoing	Self-ID questions revised to ensure clarity. Incorporated into onboarding process to reach employees at start of employment.
2023	Foster the next generation of Indigenous energy professionals	Establish a strategic partnership with a post-secondary institution.	Complete/ Ongoing	<p>Existing partnerships: Ontario Tech University • Durham College • Humber College • Queen's University • Lakehead University • Trent University</p> <p>New partnerships this year: • University of Toronto • McMaster University • Toronto Metropolitan University • University of Waterloo</p> <p>Planned future partnerships: • Niagara College • Mohawk College • Seneca College • Centennial College • Laurentian University</p>

Pillar 3: People

Timeline	Action	Target/Goal	Status	Details
Ongoing	Continue to communicate current Indigenous cultural celebration events and learning opportunities and promote participation	<p>Hold three companywide events per year.</p> <p>Ongoing lunch-and learn sessions.</p>	<p>Complete</p> <p>Ongoing</p>	<p>Three events were held: National Indigenous Peoples Day celebration; National Day for Truth and Reconciliation; and Treaty Week.</p> <p>Continued to provide training sessions to advance meaningful learning about Indigenous culture, history, and perspectives.</p>
2027	Increase representation of Indigenous employees across all levels at OPG	Develop and implement strategies to achieve Labour Market Availability (LMA) of Indigenous people across all levels of OPG	Ongoing	<p>Mentoring Plus spaces offered to Indigenous employees in an effort to promote their development by building meaningful mentoring and sponsorship relationships.</p> <p>12 Indigenous employees in the 2023/2024 cohort.</p> <p>In 2023, OPG finalized a new Broader Employment Equity Plan (BEEP) which identifies employment equity targets for Indigenous Peoples.</p>

Pillar 4: Economic Empowerment



Timeline	Action	Target/Goal	Status	Details
2023	Expand opportunities for Indigenous businesses to participate in nuclear procurement	2 Nuclear Qualified (QA Program) Indigenous vendors.	Complete	3 Nuclear Qualified Indigenous Suppliers.
2023	Establish contracts with Indigenous businesses that support recurring procurement	2 Indigenous Vendors of Record agreements established.	Complete	8 Vendors of Record agreements established.
Ongoing	Develop outreach strategies to engage Indigenous businesses and improve internal processes and opportunities	Increase Indigenous vendors and procurement spend.	Complete/ Ongoing	Maintained Corporate memberships and attended 28 events in 2023 to meet with Indigenous businesses, increase engagement and participate in Indigenous procurement workshops.
2031	Continue to grow our economic impact for Indigenous communities and businesses through our operations, projects, and initiatives	Reach \$1 billion in economic impact through Indigenous procurement and ongoing equity partnership revenues.	Ongoing	<p>Since 2022, we have reached \$198 million in Indigenous contract awards and \$39.4 million in equity distributions to our Indigenous partners.</p> <p>This equates to 23.7% of our \$1 billion target.</p>

Pillar 5: Environmental Stewardship

Timeline	Action	Target/Goal	Status	Details
2023	Increase Indigenous community engagement and participation in OPG's internal Biodiversity Conservation Plans	Collaborate with Indigenous communities on biodiversity conservation initiatives.	On track	Revising OPG's Biodiversity Conservation Plans to identify opportunities to promote increased Indigenous community engagement and participation by considering traditional ecological knowledge when planning for land reclamation or biodiversity projects and including action steps to increase communication between OPG and Indigenous communities.
2023	<p>Increase Indigenous participation in OPG's Regional Biodiversity Program (RBP)</p> <p>Increase involvement of Indigenous communities and businesses on OPG's biodiversity conservation plan</p>	Conduct outreach to support connection between OPG and Indigenous communities.	On track	<p>Refined the criteria in the RBP request for proposal application to ensure clarity to make it accessible to Indigenous businesses and communities.</p> <p>Developing process to include traditional ecological knowledge into the projects that are awarded through the RBP.</p>

Future Outlook – RAP 2024 and Beyond

OPG remains committed to advancing Reconciliation and building on the momentum of the last two years. The RAP has been updated to incorporate feedback received from a number of Indigenous communities and businesses and focuses on maximizing economic impact on the traditional territories where OPG operates. This evolution is reflected in the following seven new actions.



Leadership

Action	Details	Target/Goal	Timeline
Encourage staff to research and understand Indigenous history of the lands on which they work	<p>Provide opportunities and encourage OPG staff to research the Indigenous history.</p> <p>Invite a local Indigenous Nation representative to OPG sites, to share local knowledge and history with staff.</p>	Training opportunities are provided and the Reconciliation Knowledge Hub is updated with resources.	2024
Work with key partner communities in the development and delivery of training for suppliers, contractors, and staff on MMIWG and two-eyed seeing	Partner with Indigenous trainers and subject matter experts to develop training material on MMIWG to raise awareness of the correlation between resource extraction projects and violence against Indigenous women and on two-eyed seeing.	Training developed and delivered to suppliers, contractors, and staff.	2025
Create new equity partnership opportunities with Indigenous communities for current or future projects	<p>Identify eligible project and partner for new equity partnership.</p> <p>Co-develop long-term, mutually beneficial partnership agreement.</p>	One new equity partnership developed.	2026
Continue to support the development of Indigenous relations awareness and cultural competence among all staff	Ensure the successful development, delivery, and completion of Indigenous Relations 101 training for all staff	100% completion rate	2027

Relationships



Action	Details	Target/Goal	Timeline
Increase number of in-community engagement touchpoints with Indigenous partners	<p>Identify additional opportunities for OPG's Indigenous Relations team to meet with Indigenous Nation members and leaders in-community.</p> <p>Commit to dedicating additional time to attend in-person meetings and events in order to build trust.</p>	Create a calendar for regular community visits.	2024
Provide opportunities to key Indigenous Nation and community partners to participate in industry learning events and networking opportunities	<p>Collaborate with Indigenous Nations and communities to provide opportunities for conference attendance and participation.</p> <p>Integration and inclusion of Indigenous peoples and perspectives into industry events.</p>	Indigenous Nations and communities are represented and participating at key industry events through OPG support.	2024
Review application process and criteria for sponsorship of Indigenous events and initiatives and ensure removal of any barriers	Review internally and work with Indigenous Nations and communities for input/feedback.	Process is clear and barrier-free.	2025
Continue to collaborate with local Indigenous communities to weave Indigenous knowledge and values into the development of the new OPG Headquarters	The new OPG Headquarters will create spaces to facilitate reconciliation, further environmentally sustainable goals, and reflect relationships with local Indigenous communities. In addition, its design will reflect the importance and significance of OPG's relationship with Indigenous communities.	<p>Meet procurement and employment goals for the project.</p> <p>Indigenous cultural elements incorporated in the design of the new OPG Headquarters.</p>	2025

People

Action	Details	Target/Goal	Timeline
Provide hiring managers with guidance on equitable hiring practices including Indigenous People to support the hiring process.	Develop and provide access to training to all hiring managers to support interviewing and selection for roles.	Training is updated and rolled out.	2024
Work with Indigenous Communities to continuously improve and expand the Indigenous Opportunity Network (ION) for recruitment and retention.	<p>Develop strategies for recruitment and retention of Indigenous candidates through the ION Program and support an inclusive workplace for Indigenous employees.</p> <p>Ensure that information about the Indigenous Circle - OPG's internal Indigenous employee group, is shared during recruitment session, promoted with new Indigenous hires, and understood to be available to all OPG staff.</p>	ION recruitment targets are successfully met.	2024
Support the development and promotion of Indigenous employees	Seek to identify indigenous employees who are interested in leadership or already on a succession plan and ensure development plans for those individuals are focused on improving their readiness for leadership positions for which they are planned.	Indigenous employees identified and development plans are in place to accelerate readiness for leadership positions.	2026
Increase representation of Indigenous employees across all levels at OPG	Execute special recruitment programs to attract and prioritize hiring of Indigenous Peoples across all levels of OPG.	OPG's demographic representation of Indigenous Peoples is reflective of the energy industry's workforce availability.	2031

Economic Empowerment



Action	Details	Target/Goal	Timeline
Track community owned supplier economic impact.	Identify community owned businesses and track awards and spends to measure the economic benefits received by the Indigenous communities from OPG.	Metrics developed and tracked	2025
Include “Indigenous engagement plan development” as a requirement in RFP	To ensure that OPG prime suppliers are considering Indigenous engagement opportunities, OPG will require submission of Indigenous engagement plans as part of the RFP process	New RFP Requirements	2025
Evaluate suppliers’ performance against their Indigenous engagement plans and score performance as part of the Supplier Relationship Management Program	Increase supplier’s accountability for their Indigenous engagement plans and actions by setting repositories for suppliers to document their progress and outcomes, and where OPG can track and evaluate their performance.	Engagement Performance metrics initiated.	2026

Economic Empowerment cont...



Action	Details	Target/Goal	Timeline
Conduct quarterly procurement training sessions for Indigenous suppliers to support onboarding process	Create on-line procurement training sessions to support on-boarding of Indigenous suppliers to help facilitate navigation of OPG's procurement processes. Training will include Ariba RFP process, proposal writing, EPSCA process, invoicing, and other general information required for a potential or new supplier to OPG	Quarterly sessions initiated.	2024
Host Indigenous procurement information sessions for OPG staff to raise awareness on their role to positively impact Indigenous communities.	Develop content on the importance of working with Indigenous-owned businesses, the related positive impact on Indigenous communities and how they can prioritize Indigenous procurement in their roles. Book and facilitate quarterly information sessions with departments across OPG	Quarterly information sessions facilitated.	2024
Support development of emerging indigenous leaders by creating 3-month business leadership mentorship program between Indigenous business leaders and OPG senior leaders	Identify Indigenous business to participate in a mentorship program to facilitate industry introductions and build relationships. Determine mentorship program structure and pilot with three mentorship pairings.	Mentorship program pilot complete.	2025

Environmental Stewardship

Action	Details	Target/Goal	Timeline
Seek Indigenous-owned and operated environmental firms to support environmental monitoring activities and programs.	<p>Currently OPG only uses some Indigenous firms for environmental monitoring and protection services, and for environmental program management.</p> <p>There is a significant opportunity for OPG to engage more Indigenous environmental support.</p>	Establish a procurement mechanism to increase participation by Indigenous environmental services companies to support OPG's environmental monitoring activities and programs.	2024
Climate Change Adaptation: Seek to incorporate Indigenous values and priorities within OPG climate assessments.	Using one of OPG's project-specific climate assessments as a pilot, seek out and consider Indigenous values and priorities in the identification of climate risks and vulnerabilities associated with the project scope.	Guidance in place for incorporating Indigenous values and priorities when performing project-specific climate assessments.	2025
Work with Indigenous communities and partners to gather and share perspectives about climate change	<p>Identify and actively pursue opportunities to discuss climate change, including OPG's Climate Change Plan, with Indigenous communities.</p> <p>The timing and approach taken will be guided by the communities for the primary benefit of the communities. Different formats may be used such as listening sessions, symposiums or regional gatherings of youth and/or elders.</p> <p>The input and feedback will be treated with respect by OPG in evolving its Climate Change Plan actions and other business decisions.</p>	Implement flexible framework for an ongoing commitment to gather and share perspectives on climate change with Indigenous Communities.	2025
Incorporate Indigenous Knowledge alongside Western science in OPG's existing environmental initiatives	Identify a selection of OPG environmental initiatives that could be enhanced by Indigenous Knowledge and values and invite Indigenous Knowledge holders to provide conservation stewardship guidance. This may include support for and observation of Indigenous Knowledge Studies on select OPG sites to better understand Indigenous approaches to environmental changes.	Five environmental initiatives are identified	2025
Collaborate on Indigenous-led stewardship projects under OPG's Biodiversity Program.	Seek Indigenous communities or environmental organizations with shared environmental priorities with whom to co-develop environmental stewardship projects.	OPG will fund two conservation projects that align with OPGs and the Indigenous Nation's environmental priorities.	2025

Our stories

Supplier spotlight:

Indigenous-owned Voyageur Services empowering First Nation communities

With about 50 employees and a head office located in the Mississaugas of Scugog Island First Nation, Indigenous-owned Voyageur Services Ltd. is helping to bring lasting, positive change to Indigenous communities while supporting OPG's nuclear operations and new nuclear development.

As a Certified Aboriginal Business, Voyageur is a majority Indigenous-owned company, with the Noozhoo Nokiiyan Limited Partnership (NLLP) a primary equity owner. As the NLLP is the economic development business of the Mississaugas of Scugog Island First Nation, proceeds from Voyageur's business operations directly benefit the community.

In addition to the Mississaugas of Scugog Island, Voyageur works closely with other Williams Treaties First Nations across central and southern Ontario, including Alderville, Hiawatha, and Curve Lake, providing employment and economic opportunities for community members and businesses.

In its young history, Voyageur has already completed several projects for OPG, with contracts totalling more than \$13 million.

These included a forebay dredging project at Pickering Nuclear, trenching and excavation for a water treatment plant at Darlington Nuclear, and supporting E.S. Fox with the ongoing early site preparation work at Darlington Nuclear for North America's first commercial Small Modular Reactor.

As a growing company, Voyageur continues to participate in job fairs and trade shows, particularly in the Williams Treaties First Nations, to help recruit more skilled trades and match the skills offered by community members with the current needs of the energy sector. The company is also breaking down barriers for smaller reserve-based companies to participate in the energy sector by bringing them on as subcontractors.



We really see Voyageur as the best fit to be that bridge of trust for Indigenous communities, to act as the mechanism for these new opportunities when larger energy projects come into the communities. We're still early in the journey, still building out our capacity, but we're making good progress."

– Clint Keeler, President of Voyageur



Our stories

Six Indigenous students awarded prestigious scholarship

In May 2023, six Indigenous students each received \$10,000 to further their education as part of the John Wesley Beaver Memorial Scholarship (JWBMS) program.

The scholarship program was established in 1995 and is named after notable engineer and extraordinary leader, John Wesley Beaver. Before joining OPG's predecessor company in 1949 as a junior engineer, Beaver was a fighter pilot during the Battle of Britain and Chief of Alderville First Nation.

This round's scholarships were awarded to:

- Robyn Gray, a Lambton College Office Administration student from the Aamjiwnaang First Nation;

- Jordon Jensen, a George Brown College Computer Programmer Analyst student from the Chippewas of Rama First Nation;
- Oliver Kramer, a Queen's University Computer Engineering student from the Chippewas of Nawash;
- William Partridge, a Lambton College Chemical Engineering student from the Mohawks of the Bay of Quinte;
- Jordan St. Amand, a University of Western Ontario Civil Engineering student from the Métis Nation of Ontario; and,
- Justin Thompson, a York University – Osgoode Hall Law School Juris Doctor student from the Nipissing First Nation.

In 2021, OPG partnered with Indspire's Building Brighter Futures: Bursaries, Scholarships and Awards Program to expand the JWBMS to allow for 20 \$10,000 scholarships over three years.

First Nations (status or non-status), Inuit or Métis students are eligible for the John Wesley Beaver Memorial Scholarship. Learn more about eligibility and how to apply.

Our stories

Indigenous millwright Craig Echum living his OPG dream in the northeast

Craig Echum knows first-hand some of the challenges of living in Ontario's remote north.

He grew up in Moose Factory as a member of the Moose Cree First Nation, a small community of 2,500 residents that is only accessible by plane, train, boat, or a snow and ice road in the winter.

He also worked in a diamond mine for nearly a decade on the Attawapiskat River, working two weeks on, two weeks off, and taking a plane in and out of the job site.



Where I come from, isolation is a problem. The biggest challenge for sure is getting in and out. And the cost of living can be quite high.” – Echum

But he hasn't let those challenges stop him from chasing his dream.

As a youth, Echum used training resources and financial support offered by the Mushkegowuk Tribal Council in his home community, which helped get him started in the millwright trade.

Now a Red Seal journeyman, Echum applies his skills as a Mechanical Technician in OPG's Abitibi Production group in the northeast, about 200 km south of where he grew up. In his role, Echum and a team of fellow mechanical technicians provide all the mechanical maintenance for OPG's hydro stations in the area, including Abitibi Canyon Generating Station (GS), Otter Rapids GS, and Peter Sutherland Sr. GS.

Their vital work helps ensure these important hydro stations can operate reliably and safely. It's a job he takes seriously and enjoys each day.

“We've been keeping very busy up here, with lots of projects on the go,” said Echum, who has been with OPG for about six years. “We have a great team here

and I've learned a lot. It's a great feeling when you're doing the job and it's working good, and you feel satisfied that you made a difference.”

Now, Echum wants to help others feel the same satisfaction.

As a member of OPG's Indigenous Circle, an internal network for OPG's Indigenous employees, and the company's Equity, Diversity, and Inclusion committee, he is working to promote skilled trades opportunities to Indigenous people within and outside the company.

“I'm trying to put the word out there, to Indigenous people, to encourage them that it can be done,” he says. “You can make it in the trades and have a great, stable career. I am walking proof of that.”

Our stories

Indigenous millwright apprentice honing his craft with help of OPG mentors

Across OPG's operations, Indigenous skilled trades are getting hands-on experience to learn their craft and enrich their careers.

Since 2018, more than 100 Indigenous candidates have found employment at the company and across the energy sector through OPG's Indigenous Opportunities Network (ION) program.

One of those candidates is Lawrence Wesley, a millwright apprentice who makes his home in Garden Village, part of the Nipissing First Nation Territory.

He is currently learning from mentors at OPG's North Bay Work Centre, which supports the company's hydroelectric operations in the northeast.

For Lawrence, his interest in the trades led him to apply and successfully complete the six-week Introduction to Millwrighting program, a training course created by the Millwright Regional Council.

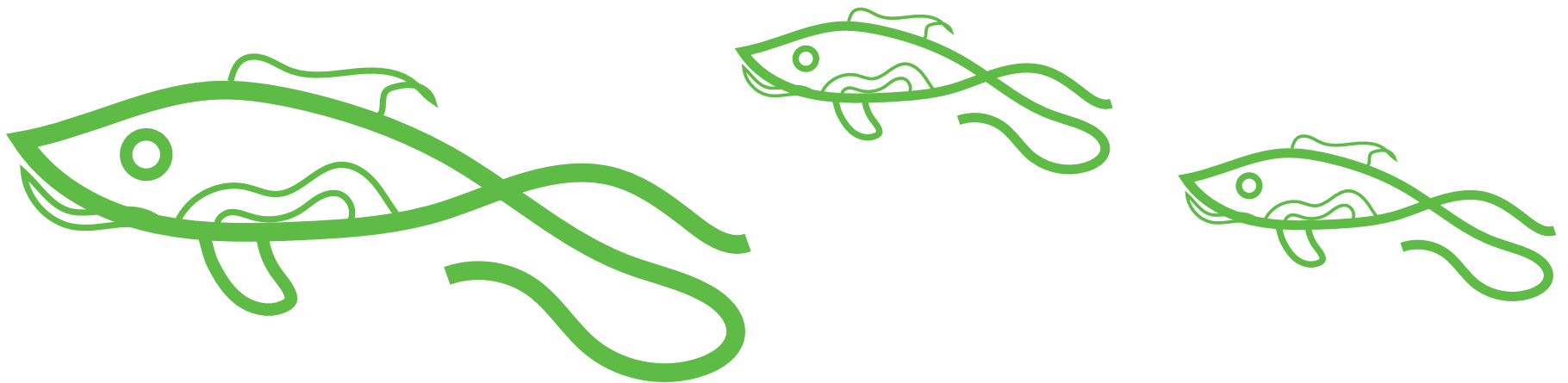
Shortly after, in December 2022, he joined the work centre through ION and has been bringing his calm demeanor, wit, and an eagerness to learn every day.

During his mentoring process, Lawrence has been challenged to safely perform several fundamental tasks, including welding fundamentals, machining, precision measuring, and minor equipment repairs.

To help break down some social differences and barriers, Lawrence and the work centre crew have forged a knowledge sharing agreement, with the mentors and the apprentice striving to teach each other something new every day.

Under this philosophy, Lawrence has taught the crew many Cree words that can apply to the trade and everyday life.

This growing relationship, guided by mentorship and support, reflects the broader effort underway across OPG to advance Reconciliation and fulfill the goals outlined in the company's Reconciliation Action Plan.



Our stories

Introduction to Millwrighting training program welcomes largest class yet to Darlington

Eleven new Indigenous candidates learned about what it takes to become a millwright through the Introduction to Millwrighting (ITM) training program hosted at OPG's Darlington Energy Complex.

The specialized six-week course, created by the Millwright Regional Council (MRC), launched in October 2021.

This year's cohort, which began their training in early April, is the largest yet.



OPG has been incredible in the support of this program. "This course is vital to equipping Indigenous employees with valuable skills for the future and providing much-needed skilled capacity for the energy sector." – Andy Forsyth, consultant with MRC

The ITM program focuses on safety fundamentals, instruction in the millwright trade, and preparation for the aptitude test required to enter the millwright union.

Successful graduates from this year's class will be eligible to be dispatched through OPG's Indigenous Opportunities Network (ION) program to major contractors working on OPG's Darlington Refurbishment project. After completing a probationary period, the candidates will become members of the millwright union.

Since launching in September 2018, OPG's ION program has helped place more than 100 Indigenous workers in various roles at OPG and across the energy sector.





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