

Leadership Statement on Indigenous Relations

Aligned with CAE's vision of making the world safer, and its values, we honour Indigenous rights and culture and hold ourselves accountable for respectful and fair engagement with Indigenous communities, businesses, organizations, and community members in all business activities conducted by our employees while promoting partnerships built on openness and cooperation.

Our Commitments

CAE is committed to collaborating with Indigenous Peoples and their communities to build enduring, respectful, and meaningful relationships based on trust.

Guided by the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), a comprehensive framework of minimum standards for the survival, dignity, and well-being of Indigenous Peoples worldwide, we will take concrete actions to promote positive outcomes towards reconciliation.

We will focus our work across the following key pillars, aligned with the Canadian Council for Indigenous Business (CCIB)'s Partnership Accreditation in Indigenous Relations (PAIR) program:

Pillar 1: Leadership

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

Pillar 2: Community Relationships & Skills Development

Build positive relationships with Indigenous communities and peoples based on respect and understanding. Support skills development initiatives and community investments to prepare the workforce of tomorrow.

Pillar 3: People (Employment)

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

Pillar 4: Economic empowerment (Business Development)

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

We are excited and humbled to embark on this journey towards continued learning, reconciliation, and growth.

Sincerely,



Matthew Bromberg

President and Chief Executive Officer