

LOCAL & INDIGENOUS ENGAGEMENT

Background and Framework

Total Energy Services Inc. and its subsidiaries (collectively “TESI”) have a long history of engagement with local and Indigenous communities in areas where TESI operates. This engagement includes a commitment to hiring and procuring goods and services locally where possible and formal business partnerships and marketing alliances with several Indigenous communities across western and northern Canada and the northwestern USA.

Such engagement not only provides benefits to local and Indigenous communities, but it also benefits TESI and its customers.

Local and Indigenous communities benefit through training and employment opportunities for their citizens, direct and indirect economic benefits arising from local investment and industry activity and direct input into how industry operates so as to minimize any negative impacts of resource development on their communities and environment.

Our customers benefit from the provision of high quality service and equipment from an established and reputable provider as well as from increased awareness and acceptance of their undertakings by local and Indigenous communities.



TESI benefits from the stability and commitment that arises when our employees and suppliers reside in the communities in which TESI and its customers operate.

In summary, TESI strives to achieve a win-win-win relationship among local and Indigenous communities, its customers and itself. TESI is proud to be a leader in establishing and maintaining positive working relationships with the communities in which we operate

WIN. WIN. WIN. Partnerships among communities, customers and Total creates meaningful relationships which benefit all stakeholders



Continual Progression and Engagement

Establishing and maintaining relationships with local and Indigenous communities requires a constant focus and long-term commitment. Every community is different and has evolving needs, concerns and aspirations. As the energy industry and the communities impacted by its activities evolves, so does TESI. To lead our efforts in that regard, TESI has established a corporate team solely dedicated to engaging with Indigenous and local communities to help ensure that our employees, customers, suppliers, regulators and all others involved in the resource industry appreciate the issues and concerns of the communities impacted by our activities and to explore ways in which TESI might better engage with such communities for the benefit of all.

Current Indigenous Partners

Benefit Agreements

The following is a list of our current **Benefit Agreements**, representing communities from Treaty 6, 7 & 8 lands, the North West Territories and North Dakota, USA.

Blood Tribe (Kainai Resources Inc.)	Deh Gah Gotie Betterment Corporation
Heart Lake First Nation	Fort Berthhold First Nation
Dene Tha First Nation (N'deh Limited Partnership)	Nahanai Butte First Nation
Frog Lake First Nation	Cold Lake First Nation

Total Energy Services Inc. is a member and supports CFAR (Circle For Aboriginal Relations), and Cando (Council for the Advancement of Native Development Officers).

Employment and Training

Since commencing operations in 1997, TESI has provided training and employment opportunities to thousands of citizens of Indigenous and local communities. We are proud that many of our long term employees, including senior management within our various operating divisions, identify as Indigenous peoples. We are also proud to have one of the most extensive networks of operations locations in Western Canada.

Despite more challenging industry conditions in Canada in recent years, TESI continues to engage with Indigenous communities in an effort to provide employment and training opportunities. Examples include engagement with Indigenous youth through providing on-reserve events such as hockey camps and job fairs.



Charitable Giving

TESI supports Indigenous and other community organizations on a case-by-case basis. We are pleased to offer financial assistance to worthy causes such as youth, culture, education, community health and welfare and sport. TESI's charitable giving is focused on supporting events or causes which will benefit the community at large.



Looking Forward

TESI remains steadfast in its belief that Indigenous and community engagement and involvement is essential to ensure the responsible development of energy resources. With this belief in mind, TESI remains committed to providing practical, ethical and sustainable opportunities to local and Indigenous communities as we look to work with those communities, our customers and other stakeholders who share our values in the responsible development of our energy resources.

For further information and inquiries regarding on our Local and Indigenous involvement, or opportunities to work with our Company, please feel free to contact the following representatives.

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