

IGS Third Quarter Indigenous Engagement Update Sept 2025



Amplifying Indigenous Engagement This Quarter

This past quarter, IGS **significantly accelerated** its Indigenous engagement strategy. We've taken concrete and meaningful steps to increase our community involvement, reflecting our deep commitment to building stronger relationships and fostering mutual respect with Indigenous communities across the region. Our initiatives have focused on creating impactful relationships and ensuring our strategies translate into tangible benefits and genuine connections. We believe these actions are vital for fostering reconciliation and creating a more inclusive future for everyone.

Successful Initiatives launched by IGS

Our team continues to grow and support Indigenous workers across OPG sites. Since 2024, IGS has been successful in hiring 22 ION candidates with additional candidates expected to be added during the fourth quarter. Thanks to strong partnerships with OPG's ION Network and Kagita Mikam, Indigenous representation within IGS continues to grow, reinforcing our commitment to reconciliation through employment.

- **Current Ratio of Indigenous Office Staff:** 50% (3 of 6)
- **Current Ratio of Total Indigenous Employees:** 19% (12 of 63)
- **Support for Indigenous Workers:** Continued connections for our Indigenous workers to both our wrap around program and with OPG's Indigenous circle for support.

Strengthening Engagement with Local First Nations: IGS has deepened its engagement with Curve Lake, Alderville, and Hiawatha First Nations. We are committed to continuing to engage and support our local partners, particularly within Williams Treaties First Nations. This quarter, we are focused on actively bidding on infrastructure improvements for local First Nations, and we have dedicated time to attending and volunteering at local pow wows over the summer.

Community Awareness & Support Initiatives: We received **positive feedback** from both our key clients and community partners, reflecting the high quality and integrity of our service delivery.

- **Community Contributions:** Monetary and volunteer support was provided for the Curve Lake Pow Wow (parking, registration, shuttle assistance, and donation) and the mini-pow wow in support of National Day of Truth and Reconciliation.
- **Charity:** We hosted a charity golf tournament supporting Binnoojiiyag Child and Family Service.

Client & Community Trust: We received positive feedback from both our key clients and community partners, reflecting the high quality and integrity of our service delivery.

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IGS Community Event Highlights July – September

Attended Curve Lake business development day
OPG Indigenous circle meeting - monthly meeting
BASF Canada's Virtual Supplier Information Session for Indigenous Businesses in Canada
Bancroft Indigenous Expo 2025
IGS Charity Golf Tournament - Binnoojiiyag child and family services (Kawartha - Haliburton Child's Aid Society)
Decolonizing Organizational Practices for Reconciliation, strengthening indigenous business relations webinar
Volunteer at the Curve Lake pow wow
Truth and Reconciliation Webinar – Where are we now?
Indigivisor webinar Virtual Engagement Session- Opportunities in Eastern Ontario for Indigenous Businesses
Sunrise ceremony hosted by Ontario Tech and Durham Region Health Centre
Orange shirt day participation
Nation Day for Truth and Reconciliation Mini Pow Wow hosted by Ontario Tech

What lies ahead for IGS?

Looking ahead, our initiatives are strategically focused on the Pickering Nuclear Generating Station refurbishment. We're confident in securing refurbishment work at Pickering, and our ongoing communication with OPG consistently emphasizes our demonstrated commitment to Indigenous engagement and transparency.

We are committed to continuing to support Indigenous workers in their careers—from first-year apprentices to journeymen and beyond—to expand Indigenous representation within our workforce.

Through our strong partnerships with OPG's ION Network, OPG's Pathway Program, and Kagita Mikam, we're dedicated to expanding Indigenous representation within our workforce once we're awarded these crucial contracts.

We are also prioritizing collaborations aimed at upgrading vital community infrastructure at local First Nations. We believe these actions will translate into tangible benefits and genuine connections.

As we look ahead, IGS stands ready to redefine what's possible. Our unwavering commitment to Indigenous engagement is the bedrock of our ambition, propelling us toward groundbreaking partnerships and transformative projects. We are setting the pace for a future where inclusion isn't just a goal, but the driving force behind every success.

Dayna Pavich



President, Infinity Generation Services