



Pizandawac Sagahigan "The one who listens"
by Anishinaabe French and Canadian artist
Caroline Monnet, sits proudly in the Hatch Gallery
of Contemporary Art which is home to several
Indigenous artworks from across Canada.

2025 Indigenous Reconciliation Action Report

HATCH

2025 Highlights

Business Relationships



Hatch works with Indigenous communities to identify mutually beneficial business opportunities to support the communities where we live and work.

Instituted a vendor identification process to track and **certify Indigenous vendors**

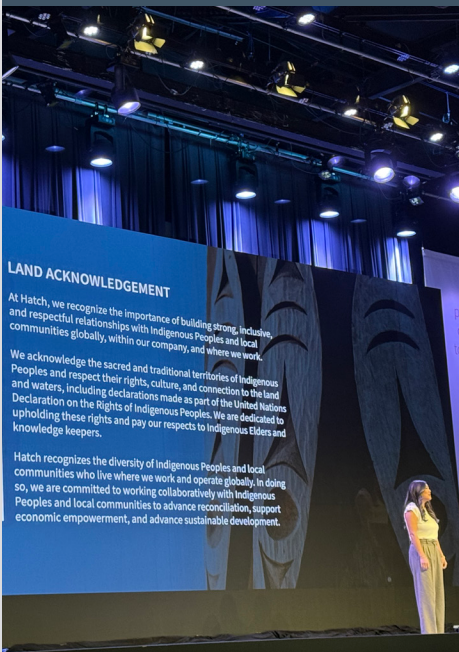
4 Net new Indigenous **relationship-building** activities

5 School outreach and mentorship events

7 Educational events for Indigenous students

9 Indigenous **scholarships** awarded

Human Resources



We developed an Indigenous Employment Action plan with input from a third-party Indigenous organization. In addition to tracking and reporting mechanisms, we provide training, continued education and capacity-building programs for Indigenous employees.

7 Total new hires of **Indigenous employees**

2 promotions of **Indigenous employees**

42 Employees who **self-identify** as Indigenous

450+ Employees who had **Indigenous culture** training

9 Members in newly established **Hatch Indigenous Employee Circle**

378 Roles posted on the **Indigenous Link** recruitment site

10 year **ENGAP** endowment fund supporting Indigenous engineering students

Communications and marketing



Hatch organizes Indigenous activities that drive appreciation and understanding of Indigenous culture with employees. We also promote our partnerships through our website, social media and media relations.

2 Inspiring new webinars – National Indigenous Peoples Day and National Day for Truth and Reconciliation

+450 Employees who **attended Indigenous** webinars

12 Employee **Indigenous-based** events and initiatives across Canada

25+ **Indigenous** Stories posted on SharePoint

Over 10,500 Impressions from others engaging with Hatch's Indigenous **social media** posts

Sponsorship of Rhéanne Chartrand, the Hatch Curator of Indigenous Art & Culture at the Royal Ontario Museum

Procurement



We actively expanded our Indigenous business procurement and developed a targeted plan and policy to increase the proportion of Indigenous vendors, goods and services.

10 year **Joint Venture partnership** with Indigenous owned company **Sikumit Environmental Management**

10 **Hatch engagements** that include Voisey's Bay completed in partnership with with Sikimuit Environmental Management

Over \$ 20M in spend over **5-years** with **Indigenous-owned** IT supplier Telecom Computer, including \$1.6M in 2025.

Extensive use of **Indigenous owned sub-consultants** such as **Mammoet Canada Western, Geotech Drilling, Ashini Consultants** and **Pawgwasheeng Economic Development Corp.**



About

Hatch's Reconciliation Action Report was created to formalize our work across Indigenous communities in Canada. A leadership committee established goals in 2024 which guide Hatch's Indigenous engagement today, and into the future.

20250255 | 06/2026

This publication contains information in summary form, current as of the date of publication, and is intended for general guidance only. We make no guarantees, representations, or warranties of any kind, expressed or implied, regarding the information including, but not limited to, warranties of content, accuracy and reliability. Any interested party should undertake their own inquiries as to the accuracy of the information. Hatch Ltd. excludes unequivocally all inferred or implied terms, conditions and warranties arising out of this document and excludes all liability for loss and damages arising therefrom. This publication is the copyrighted property of Hatch Ltd. ©2025 All rights reserved.



hatch.com



Hatch