



**PHOENIX**   
**ENERGY SERVICES INC.**

# INDIGENOUS ENGAGEMENT PLAN



Contact Us

[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS



# OUR INDIGENOUS ENGAGEMENT PLAN



[www.phoenixenergy.ca](http://www.phoenixenergy.ca)

+1 (844) 402-8950

[info@phoenixenergy.ca](mailto:info@phoenixenergy.ca)



Certified **Indigenous** Business

**Phoenix Energy Services**

is a Certified Indigenous Business member with Canadian Council for Indigenous Business

*Tabatha Bull*

Tabatha Bull, *President & CEO*  
Canadian Council for Indigenous Business



CANADIAN COUNCIL FOR  
**INDIGENOUS  
BUSINESS**

**31-Dec-2026**

Expiration Date



# PHOENIX

ENERGY SERVICES INC.



CCIB  
**CERTIFIED  
INDIGENOUS**  
BUSINESS



**ABOUT US**  
PARTNER WITH US



**INDIGENOUS COMMITMENT**



**INDIGENOUS RELATIONS POLICY**



**BUSINESS & RECONCILIATION**



**COMMUNITY INVOLVEMENT**



**INDIGENOUS RECRUITMENT**



**INDIGENOUS AWARENESS  
TRAINING**



**INDIGENOUS SOVEREIGNTY  
STATEMENT & PARTICIPATION**



**INDIGENOUS LEADERSHIP**



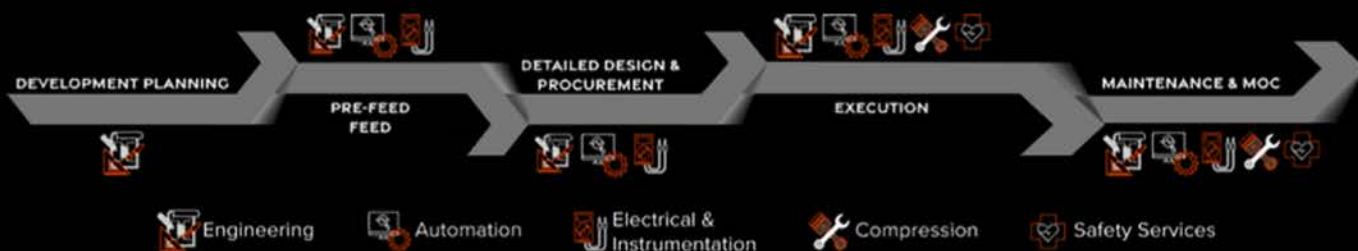
**CONTACT US**

# PARTNER WITH US

DELIVERING EXCEPTIONAL SERVICE WITH RESULTS

## PARTNER WITH PHOENIX AT ANY STAGE OF YOUR PROJECT

With over 400 highly trained staff members, our widespread presence within Western Canada allows us to serve our customers efficiently across the region. Phoenix Energy Services is a forward-thinking company that leverages its specialized divisions to deliver **innovative solutions** aimed at enhancing **operational effectiveness** for its customers in numerous industries.



### ENERGY

- Upstream Oil & Gas
- Midstream Oil & Gas
- Refineries
- Renewables
- Hydrogen
- Nuclear
- Hydro
- Geothermal

### POWER

- Natural Gas Engines
- Diesel Engines
- LPG Engines
- Cogeneration
- Renewables
- Coal
- Nuclear

### MINING

- Oil Sands
- Metallurgical Coal
- Thermal Coal
- Potash
- Precious Metals

### MANUFACTURING

- Food and Beverage
- Materials
- Assembly
- Petrochemical

### MUNICIPAL

- Commercial Buildings
- Water Treatment Facilities
- Power
- Communications

## ABOUT US

DRIVING OUR **INDUSTRY**  
FORWARD

PHOENIX  
ENERGY SERVICES INC.



### POWERED BY **PEOPLE**

Phoenix Energy Services is an innovative technology company that specializes in providing complete turnkey solutions to enhance the operational effectiveness of its customers by providing comprehensive business solutions. The company focuses on delivering a range of specialized services, including Electrical, Instrumentation, Automation, Engineering, Compression and Safety Services, to address the unique needs of various industries.



ELECTRICAL &  
INSTRUMENTATION



AUTOMATION



ENGINEERING



COMPRESSION



SAFETY SERVICES

### STRATEGICALLY **LOCATED**

Grande Prairie, AB | **Head Office**

CALGARY

RED DEER, AB

EDSON, AB

EDMONTON

FORT ST. JOHN, BC

HINTON, AB



[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

# INDIGENOUS COMMITMENT



## Phoenix is a majority-owned Indigenous business certified by The Canadian Council for Aboriginal Business

This certification highlights the company's commitment to Indigenous communities and its dedication to promoting mutually beneficial relationships, shared prosperity, and economic growth while respecting Indigenous values and traditions.

We incorporate local and Indigenous-owned businesses in our projects, but more importantly, we work to create strong community relationships that promote local employment opportunities, and build customer partnerships. Through mutual respect and cooperation between all partners, Phoenix Energy works to the advantage of all stakeholders.



## Land Acknowledgment

*In the spirit of reconciliation, we acknowledge the traditional territories and homelands of First Nations, Métis and Inuit people. We respect the deep connections, distinct cultures and traditions shaped in relation to the land and are grateful to live and work here. Phoenix is committed to strengthening reciprocal relationships with Indigenous Peoples across Alberta and British Columbia to advance our collective journey.*

# INDIGENOUS RELATIONS POLICY



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

## Phoenix is a majority owned Indigenous business certified by The Canadian Council for Aboriginal Business

Phoenix Energy Services recognizes and acknowledges the important role that Indigenous peoples play in the Canadian energy sector. As a responsible energy services company, we are committed to building and maintaining positive relationships with Indigenous communities and to respecting their rights, values, and traditions. Our goal is to create mutually beneficial partnerships that provide economic opportunities and respect the rights of Indigenous peoples.

The Canadian Constitution recognizes 3 groups of Indigenous peoples: First Nations, Inuit and Métis. These are 3 distinct peoples with unique histories, languages, cultural practices and spiritual beliefs.

### Policy Statement

Respect for Indigenous rights and interests Phoenix recognizes and respects the rights and interests of Indigenous peoples, as recognized and protected by Canadian law. This includes, but is not limited to, the right to self-determination, the right to free, prior and informed consent, and the right to consultation and accommodation. We will comply with all applicable laws, regulations, and policies related to Indigenous rights and interests, including the United Nations Declaration on the Rights of Indigenous Peoples.

### Consultation and engagement

Phoenix is committed to meaningful consultation and engagement with Indigenous peoples, as required by law, in order to fully understand their perspectives, interests and concerns related to our activities. This includes early and ongoing engagement with Indigenous communities and other relevant stakeholders throughout the life cycle of our projects and operations. We will work collaboratively with Indigenous communities to identify and address potential impacts and to find mutually beneficial solutions.

### Economic opportunities

Phoenix is committed to providing economic opportunities for Indigenous peoples through employment, contracting and business opportunities. We will work to identify opportunities for Indigenous communities to participate in and benefit from our projects and operations. This may include opportunities for Indigenous-owned businesses to provide goods and services to our projects and operations, as well as training and capacity building programs.

### Protection of cultural and environmental heritage

Phoenix recognizes the importance of preserving and protecting Indigenous cultural and environmental heritage. We will take all reasonable steps to ensure that our activities do not negatively impact Indigenous cultural or environmental heritage and will work to identify opportunities to preserve and protect these important resources. This may include cultural heritage assessments and the development of mitigation measures to minimize any potential impacts.

### Building relationships

Phoenix is committed to building and maintaining positive relationships with Indigenous communities. This includes a commitment to open and transparent communication and a willingness to listen to and respect the perspectives of Indigenous peoples. We will work to understand and respect the unique cultural and social characteristics of each Indigenous community and to build trust and mutual respect.

*Chris Callihoo*



Contact Us

[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

# BUSINESS & RECONCILIATION



## THE FINAL REPORT

### The Truth & Reconciliation Commission of Canada Calls to Action 92

We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.

# COMMUNITY INVOLVEMENT



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

## Community Engagement

Phoenix Energy Services is dedicated to corporate social responsibility, prioritizing environmental stewardship and community engagement. We take pride in our sustainable practices and our ongoing support for Indigenous businesses and partnerships. Phoenix actively promotes participation in Indigenous programs and events, ensuring we understand whether an event is private or cultural and familiarizing ourselves with the appropriate protocols. We also encourage purchasing art from local Indigenous artists, always respecting cultural boundaries. Additionally, we promote community volunteering, often bringing supplies, providing transportation, or contributing snacks and beverages to support the events we participate in.

## Impacts to our Communities

Understanding Indigenous Worldviews – Phoenix respects indigenous worldviews as it relates to on-site project consultations. Everything in Indigenous worldviews is connected, as a project area has a definitive impact to other areas within each industry.

## Community Investments

- Investments and/or Services to support local Indigenous organizations
- Contributions to language revitalization programs
- Supporting cultural revival programs
- Engage and volunteer with youth programs
- Contributing to Women's Centers
- Sponsor and support Sports and Recreation programs



Contact Us

[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

## INDIGENOUS RECRUITMENT



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

### Indigenous Recruitment

Phoenix Energy Service Inc. proudly stands as an Indigenous-owned company, deeply rooted in the values and traditions. With a commitment to fostering diversity and inclusion, we are honored to have 29% of our employees and contractors self-identify as Indigenous. This representation not only enriches our workplace but also strengthens our mission to support and uplift Indigenous communities through sustainable and innovative energy solutions.



#### Recruit

We will work with current Indigenous Skills and Employment Training (ISET) partners as well as First Nations and Métis local communities when distributing job postings. As well as providing support for local communities to ensure Indigenous people on site have direct support.



#### Training

Phoenix Energy Services works with a distinct network of Employment and Training services for Indigenous Peoples located very close to the local communities we do business with. We will work with Indigenous Employment and Training services when there is training that is needed and work alongside those communities to provide support for the customer. This includes an Indigenous training module in our onboarding DATS 2.0 program.



#### Retention & Benefits

Retaining employees is critical for maintaining a stable and productive workforce. Implementing these strategies within our Indigenous communities requires a consistent and genuine effort. We focus on the well-being and development of our employees and assist in creating a more stable, motivated, and productive workforce.

- Competitive Compensation
- Professional Development
- Work-Life Balance
- Positive Work Environment
- Employee Recognition
- Feedback and Communication
- Career Pathways
- Health and Wellness Programs
- Job Security
- Empowerment and Autonomy
- Engagement and Community
- Employee assistance program



Contact Us

[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS

## INDIGENOUS AWARENESS TRAINING

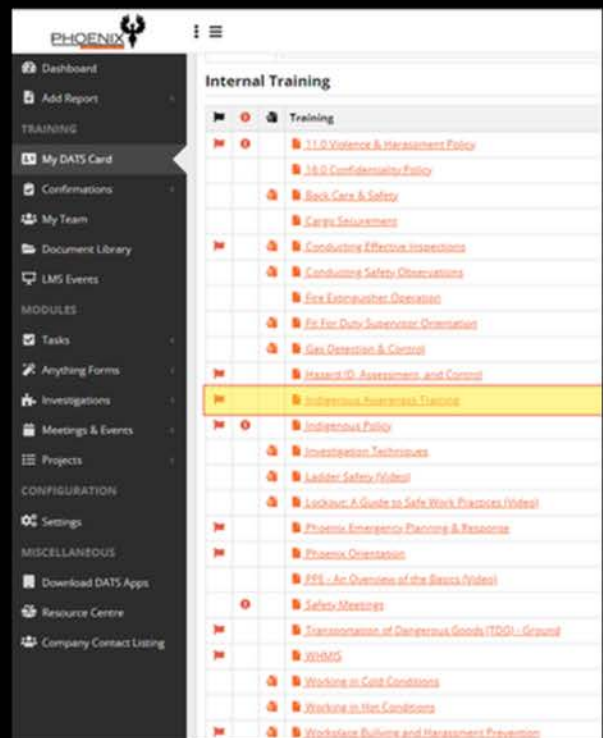


### DATS 2.0 Indigenous Awareness Training

At Phoenix Energy Services Inc., Indigenous awareness training and onboarding are vital components of our commitment to fostering an inclusive and respectful workplace.

This training educates our team about the rich cultural heritage, rights, and traditions of Indigenous peoples and the appreciation of their perspectives. By incorporating Indigenous awareness into our onboarding process, we ensure that all employees are equipped with the knowledge to engage respectfully and contribute to a supportive work environment.

Through continuous learning and mindful practice, we strive to uphold our dedication to inclusion and contribute meaningfully to the broader dialogue on reconciliation and cultural competency.



\* DATS 2.0 Indigenous Awareness Training Modals

## INDIGENOUS SOVEREIGNTY STATEMENT & PARTICIPATION



### Indigenous Sovereignty Statement

As an Indigenous owned business and citizens of our own distinct nations, we support our own economic sovereignty, protecting our resources and economic activities from external exploitation. We believe in our inherent authority and autonomy to govern ourselves and our own affairs, as Indigenous peoples recognized by International, National and Territorial law.

### Indigenous Participation

In our Indigenous Participation Plan, we acknowledge that 29% of our workforce identifies as Indigenous, reflecting a vibrant internal community at Phoenix. The opportunities and relationships we cultivate within this community are vital, directly benefiting the families connected to our organization. Our commitment to fostering strong ties with Indigenous communities enhances our contributions to industry and government projects, ensuring that these initiatives are not only successful but also culturally relevant. By providing support and adding value to Phoenix, we strive to create a sustainable framework that uplifts Indigenous voices and promotes collaborative growth for all stakeholders involved.

## INDIGENOUS LEADERSHIP



### Chris Callihoo

*President & CEO*



Chris is one of the co-founders of Phoenix Energy Services. With over twenty years of experience in the energy industry both in a field capacity and managerial positions. His journey began in the domain of instrumentation and controls, encompassing roles in construction, maintenance, and other fields. Chris's leadership skills had him transition from leading field teams to taking on the presidency of Phoenix in 2014. Under his guidance, Phoenix has expanded significantly, now employing over 350 people and serving numerous locations across Western Canada. Chris has played a pivotal role in every facet of the company's operations, from talent development, project management, and finance to acquisitions, growth strategies, business development, marketing, and fostering strategic partnerships. A key focus for Chris is ensuring the satisfaction of both customers and employees, a commitment that has directly contributed to Phoenix's sustained success.

### Lawrence Gervais

*Director, Indigenous Relations and Procurement*



His dedication to providing insightful guidance to both governmental bodies and businesses for a deeper comprehension of Indigenous communities across Canada is truly commendable. Lawrence's commitment to championing Indigenous Identity and promoting inclusion within our initiatives and projects. His expertise at managing meaningful engagement with Indigenous communities throughout our project lifecycles aligns seamlessly with our objectives. He has the ability to amplify the diverse voices of the First Nations, Métis, and Inuit communities, we aspire to drive economic prosperity for their families.



# PHOENIX

ENERGY SERVICES INC.



[www.phoenixenergy.ca](http://www.phoenixenergy.ca)



+1 (844) 402-8950



[info@phoenixenergy.ca](mailto:info@phoenixenergy.ca)



Contact Us



CCIB  
CERTIFIED  
INDIGENOUS  
BUSINESS