

Sobeys Indigenous Commitment Statement

(January 2025)
V2025.01.09



Empire announces its commitment to the Partnership Accreditation for Empire Indigenous Relations (PAIR) Program

Empire is pleased to announce our commitment to the Partnership Accreditation for Indigenous Relations (PAIR) program.

PAIR is a certification program that confirms corporate performance in Indigenous relations at the bronze, silver, or gold level. Through this program, Empire will continue on its journey to advancing Indigenous relations by committing to measurable, tangible actions across four key pillars: Leadership actions, Employment, Business Development, and Community Relations (engagement and support).

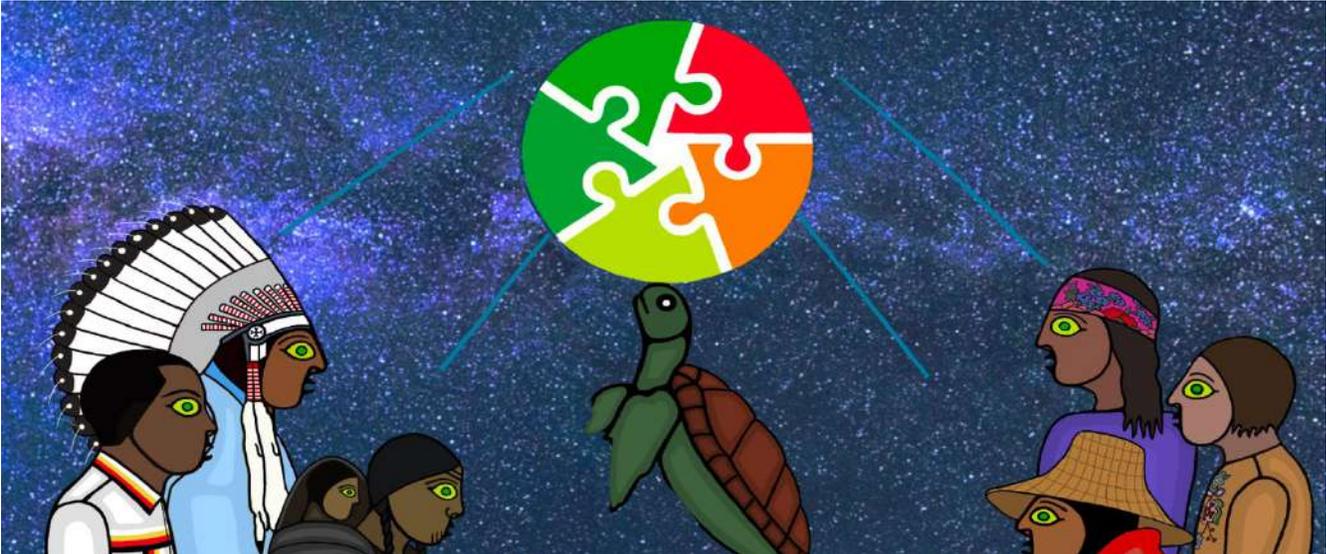
I am in full support of our commitment to this program, and I encourage you to review our Commitment Statement outlined on the following page. We are very pleased to be taking this step.



Michael Medline
President & CEO
Empire Company Limited



Empire's Commitment to the Indigenous People Across Canada



As a leading grocery retailer, Empire plays a far-reaching role within and across 1,500 Canadian communities. We aspire to building and nurturing meaningful and sustainable relationships with Indigenous communities and committing to organization-wide Reconciliation efforts.

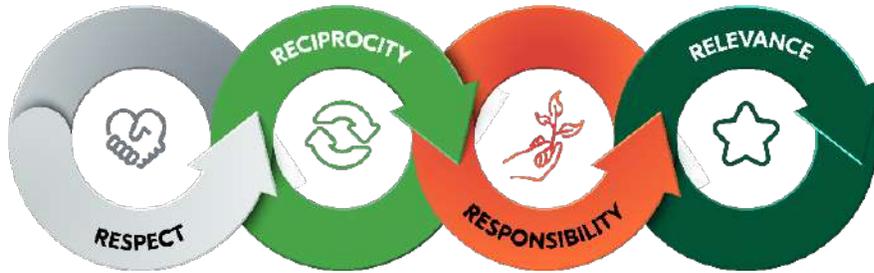
We affirm this commitment to Indigenous communities while recognizing that we still have work to do. To strengthen and support the many Indigenous individuals, families, communities, and organizations across the traditional territories of Indigenous nations, we commit to the following:

- We recognize the unique legal and constitutional rights of Indigenous Peoples in Canada and will seek to understand, respect, and address historical and contemporary realities.
- We will deliberately engage and collaborate with Indigenous communities to build relationships with organisations such as Assembly of First Nations, Inuit Tapiriit Kanatami, and Métis National Council among others.
- We will work with Indigenous communities to overcome barriers to accessing healthy, culturally relatable, and affordable food.
- We will foster continuous improvement of Indigenous relations and put community feedback mechanisms in place.

As a company, we are committed to learning and progressing in a meaningful way. Our actions will be aligned to the following four pillars:



We will be guided by the following four principles:



Our actions include:

- Strengthening our communities by partnering with Indigenous Peoples to help build solutions that address issues such as access to healthy and affordable food and child and youth mental health.
- Launching Indigenous awareness training across the organization.
- Increasing Indigenous representation through new employment opportunities and growing Indigenous representation across the organization.
- Boosting procurement and visibility of Indigenous products in select stores.
- Elevating visibility of Indigenous products in celebration of National Indigenous History Month, National Indigenous Peoples Day, and Orange Shirt Day/National Day for Truth & Reconciliation.
- Indigenous Peoples Day, and Orange Shirt Day/National Day for Truth & Reconciliation.

