



This charter sets forth the Old Port of Montréal Corporation (OPMC)'s engagement towards social responsibility. It attests to our commitment to pursue our activities in a consistently and increasingly **collaborative way with Indigenous Peoples** while striving to strike a balance between social impact, environmental stewardship, and financial resilience.

### OUR APPROACH

Our strategic planning efforts involved an organizational audit that allowed us to assess how social responsibility is embedded in our management practices and business model.

To achieve our vision of social responsibility, a special governance structure was put in place to help us meet our commitments. It is comprised of committees each with a mandate to outline the objectives, strategies, and implementation of our action plans.



The Old Port of Montréal manages and develops a lively cultural and urban recreational tourism site where activities and discoveries abound.

### STRATEGIC STATEMENT

Through the strategic development of its programming and a sustained approach to its land site planning: offer Canadians an authentic site anchored in its community where each experience is made memorable; and take leadership in socially responsible practices.



The Montréal Science Centre provides each visitor with opportunities to learn how to use science and technology to build their future.

### STRATEGIC STATEMENT

Through the development of bold and innovative programming, supported by a vast community in science and technology: awake Canadians to current and future issues; and take leadership in socially responsible practices.

## CHARTER - OUR COMMITMENT TO INDIGENOUS PEOPLES COLLABORATION

### OUR INDIGENOUS PEOPLES COLLABORATION GOALS

In pursuit of our vision of **collaboration with Indigenous Peoples**, we have set out the following goals:

#### COLLABORATION

- Use a reflective analysis process to identify mindsets and practices with potential for improvement.
- Create an advisory committee (circle of knowledge bearers) composed entirely of Indigenous members to help enlighten decision-making around various questions and projects.
- Develop authentic equal-to-equal relationships with Indigenous partners and collaborators.
- Acquire a better understanding of the histories and realities of Canada's First Peoples.

#### INCLUSION AND WELCOME

- Raise awareness among all our internal departments about the value of culturally adapted practices for welcoming visitors
- Adapt organizational practices in how Indigenous employees are hired and trained.
- Develop collaborative ties with educational institutions.

#### RECOGNITION AND VISIBILITY

- Recognize and honour the historical presence of First Peoples on the Old Port of Montréal site.
- Create permanent spaces on the site for the self-representation of Indigenous cultures as to ensure their maintained presence.
- Increase the visibility of Indigenous languages.

#### CULTURAL INTERMEDIATION

- Organize workshops and cultural activities that promote dialogue between Indigenous and non-Indigenous individuals.
- Be innovative with internal communication practices in an effort to reach Indigenous Peoples by aligning culturally with their lived experience (customs, ceremonies, ways of life, etc.).
- Ensure greater organizational visibility at Indigenous tourism events in an effort to promote co-creation work with Indigenous collaborators and communities.

### OUR VISION OF COLLABORATION FOR 2030

In 2030, consulting with our internal and external stakeholders is an integral part of our management approach. Both are consulted to help guide the Old Port's and the Science Centre's strategic or innovation decisions. The ongoing engagement of these stakeholders gives credence to the exemplariness that we strive for in our actions and choices.

We have established strong and sustainable ties with a network of Indigenous partners and collaborators who, as members of a standing committee, advise us in our decision-making as it pertains to their communities and priorities. To foster better cooperation, we have made changes to our practices, methods, and behaviours. We enduringly value and honour the historic presence of First Peoples on the Old Port site through dedicated initiatives.

Lastly, we work with our partners to promote knowledge sharing and education to our audiences through programming, activities, and events that take on the social and environmental issues of our day. We are a source of inspiration for Canadian institutions.

### SCOPE AND OBLIGATIONS

This charter applies to each and every employee and member of management of our organization. We will reinforce our organizational culture through the ongoing pursuit of betterment. We hereby commit to abide by all applicable legal obligations in the country where we pursue our activities. We will, from time to time, undertake to survey the issues relevant to our fields of activity or business sector, involve the necessary resources to enact change, and put efficient management methods in place.



Effective May 2025