



ABORIGINAL POLICY

HAZCO Environmental Services, a division of CCS Inc. (HAZCO) is in the business of site remediation, decommissioning, waste management, environmental construction and landfill operations throughout Canada. HAZCO will hire and employ qualified demographically representative work forces, in particular Aboriginal contractors, laborers, technicians, and various skill-sets as our work requires.

At HAZCO we are committed to ensuring Aboriginal participation when conducting work in Aboriginal communities. We are advocates of maintaining flexibility to adapt to the changing needs of employers, the community, and the workforce. HAZCO's Aboriginal policy strives to address the social, cultural, economic and legal realities inherent when conducting business in Aboriginal communities.

HAZCO recognizes the importance of the land and respects cultural diversity. Our objectives can be realized without compromise, while respecting Aboriginal customs and culture. HAZCO tries to create employment opportunities (both short and long-term) to qualified Aboriginal personnel. We are committed to providing these personnel with on-the-job training relating to HAZCO services including environmental remediation projects, waste management services, and transportation.

By maintaining consistency in policies and operating procedures, HAZCO attempts to earn the respect and trust of the Aboriginal personnel that we employ, and those in surrounding communities. HAZCO strives to build mutually beneficial relationships and hopes that by providing opportunities to Aboriginal individuals that they can build on these relationships to create direct social and economic benefits to themselves and their community.

HAZCO has worked with other service providers and customers in both first nation and Metis communities to help foster relationships, provide solutions and to address concerns about operations, safety, the environment and business development.

At HAZCO we respect the legal and constitutional rights of Aboriginal people and we work hard to build and maintain mutually beneficial partnerships and working relationships with Aboriginal companies and communities in all of our operations. These relationships support the growth and competitive nature of our operations as our clients require our services in new geographic areas.



A Division of CCS Income Trust



Aboriginal Relations

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All HAZCO personnel share the responsibility to help build and maintain solid relationships within the Aboriginal communities in which we work. By hiring and working with regional skill-sets, HAZCO is making progress to meet the expectations of our clients and their operations by sharing the uniqueness of our cultural diversities, respecting the traditional lands and cultures of Aboriginal communities, and providing training and employment for Aboriginal individuals and businesses.

At HAZCO our goal is to provide business opportunities for regional Aboriginal societies and businesses that are mutually beneficial to our client and local communities. We hope to foster equally supportive and mutually dependent relationships for all involved.

A handwritten signature in black ink that reads "John Bean".

John Bean
HAZCO Environmental Services
President