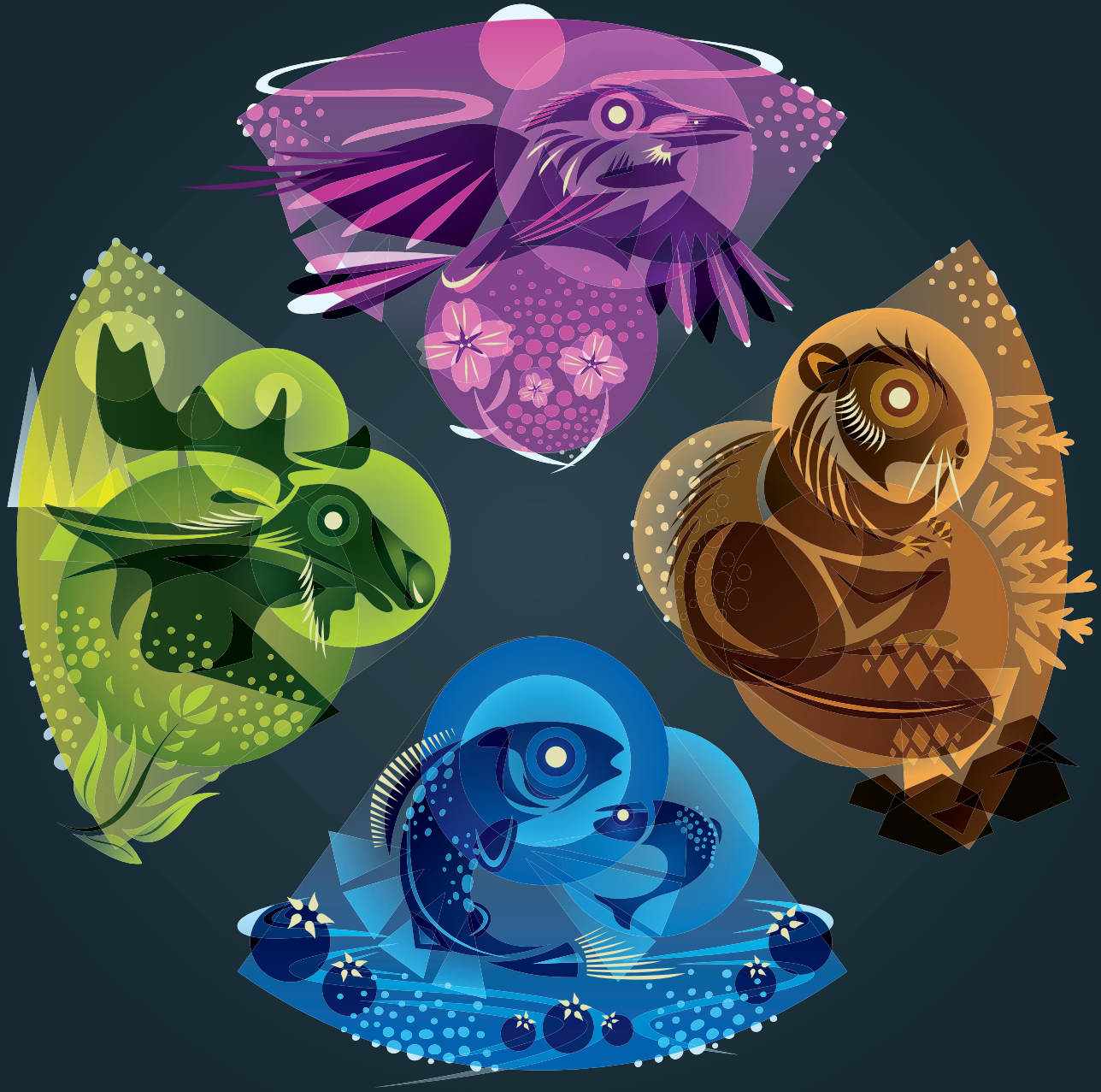




PROSPECTORS &
DEVELOPERS
ASSOCIATION
OF CANADA

ASSOCIATION
CANADIENNE DES
PROSPECTEURS ET
ENTREPRENEURS



PLANNING THE PATH TOWARDS **RECONCILIATION**

PDAC respectfully acknowledges that our offices are located on the traditional territory of many nations including the Mississaugas of the Credit, the Haudenosaunee, the Wendat- Huron, the Chippewa and the Anishnabeg, and all of the Indigenous Peoples that have lived on these lands over the centuries.

As the voice of Canada’s mineral exploration community, the Prospectors and Developers Association of Canada acknowledges the sacred land we walk upon and all First Nations, Inuit and Métis peoples across Canada. We are committed to reconciliation through meaningful and mutually beneficial partnerships between the mineral sector and Indigenous communities.

WHO WE ARE

The Prospectors and Developers Association of Canada (PDAC) is the national voice of the mineral exploration and development community, representing over 8,200 individual and corporate members from Canada and around the world. PDAC's work centers on supporting a competitive, responsible, and sustainable mineral industry and we are renowned for our annual convention, which is the world's premier industry event and has attracted over 25,000 people from 125 countries in recent years.

The work of the association is carried out by a 24-member Board of Directors, 15 committees, and a dedicated team of permanent staff. In 2023, the Board of Directors approved a five-year strategic plan for PDAC, which serves as a baseline for this Path Towards Reconciliation.

PDAC's efforts with respect to Indigenous affairs – from the Indigenous Program at convention to our advocacy and research – are guided by generous volunteers on our Indigenous Affairs Committee. Formed in 2005, this Committee is comprised of more than a dozen community engagement experts and Indigenous leaders in the mineral industry. The Committee represents a forum for honest, respectful dialogue, bringing together diverse perspectives that guide PDAC.



FOUNDATION

Aligned with PDAC's Strategic Plan, Planning the Path Towards Reconciliation (the Plan) will serve as a guidepost for PDAC staff and volunteers to inform activities across our organization, acting as a framework to support advancement of reconciliation between the mineral industry and Indigenous Peoples, and strengthening relationships through practical actions and commitments.

The pillars of the Plan will guide PDAC in pursuing our advocacy, research, guidance, and convention in a way that contributes to reconciliation. For PDAC, this means supporting the sustainability and economic prosperity of Indigenous groups by elevating the participation and leadership of Indigenous Peoples in the mineral sector and fostering productive and mutually beneficial relationships and collaboration between industry and communities.

Planning the Path Towards Reconciliation was informed by feedback from more than 250 Indigenous and non-Indigenous contributors, including PDAC members, volunteers, and staff, and participants of the annual Indigenous Leaders Gathering and the Indigenous Youth and Early Career Ambassador Program at convention.

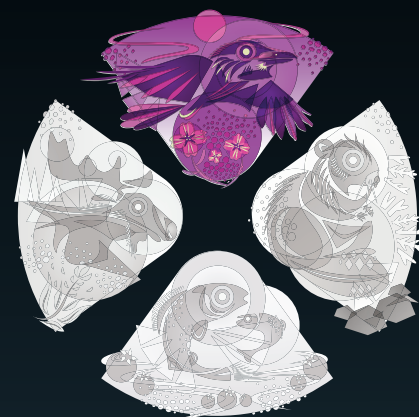
In developing the Plan, PDAC reflected upon the Truth and Reconciliation Commission of Canada's work, including the Calls to Action, and the stories, experiences, and knowledge shared by PDAC's Indigenous members, convention attendees, presenters, volunteers, and collaborating organizations.

Message from THE DESIGNER

Guided by the Seven Generations Teaching, all animals face toward the right, symbolizing forward movement and future-oriented thinking. Their interconnected and overlapping forms reflect the unity of all living things and our shared responsibility to care for the world—reminding us that today’s actions shape the well-being of future generations.

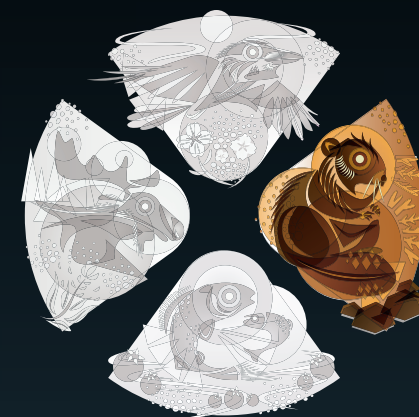
THE SEVEN GENERATIONS TEACHINGS

The Seven Grandfather Teachings are represented by the **eagle** for love, the **buffalo** for respect, the **bear** for courage, the **sabe** for honesty, the **beaver** for wisdom, the **wolf** for humility, and the **turtle** for truth. Together, these animals teach values that guide people to live with balance, integrity, and respect for themselves, others, and future generations.



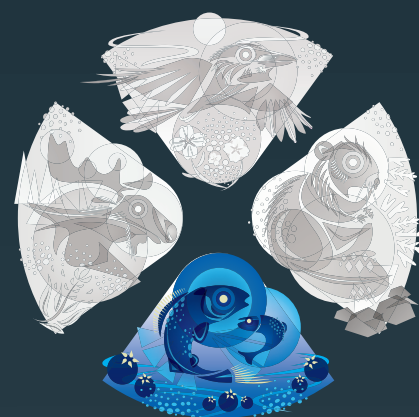
PILLAR 1: DIALOGUE

Raven, Fireweed, Northern Lights, and Sun represent dialogue—Raven for communication, Fireweed for renewal, Northern Lights for connection, and Sun for clarity and growth. Together, they embody dialogue as a process of sharing, healing, and illuminating understanding across generations.



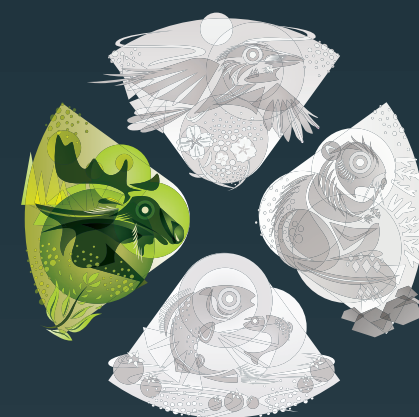
PILLAR 2: EDUCATION

Beaver and Cedar represent education—Beaver for wisdom, dedication, and building strong foundations; Cedar for protection, cleansing, and the sharing of knowledge. Together, they embody education as a lifelong process of growth, care, and learning rooted in community and respect.



PILLAR 3: PARTICIPATION

Trout, River, and Blueberries represent participation—Trout for perseverance and adaptability, River for connection and continuous flow, and Blueberries for nourishment and community. Together, they reflect participation as a shared journey of contribution, sustenance, and harmony within the circle of life.



PILLAR 4: ADVOCACY

Moose, Sage, and Trees represent advocacy—Moose for strength and leadership, Sage for wisdom and healing, and Trees for growth and rootedness. Together, they embody advocacy as standing strong with purpose, guided by wisdom, and nurturing the well-being of the land and community.

Pillar 1

DIALOGUE

Fostering open, inclusive, and ongoing communication to build relationships, integrate Indigenous perspectives, elevate Indigenous voices, and highlight the role of Indigenous cultures, practices, and knowledge in the mineral industry.

ACTIONS

- Continue to develop platforms for inclusive and productive dialogue between Indigenous Peoples, communities, proponents, and government at the PDAC convention and beyond.
- Improve outreach to Indigenous communities to expand awareness and understanding of PDAC's resources, convention, and membership and promote industry opportunities.
- Continue to work closely with Indigenous Peoples to ensure that the essential role they play in the prosperity of Canada's mineral sector and the everyday challenges faced in pursuing these opportunities are broadly recognized.
- Acknowledge culturally and historically significant days (such as but not limited to, National Indigenous Peoples Day and National Day for Truth and Reconciliation) in an appropriate and supportive way. Provide information and educational resources to promote member, staff and volunteer understanding and appreciation of their importance.
- Seek ways to integrate Indigenous Perspectives into all PDAC tools and resources.

Pillar 2

EDUCATION

Advancing mutual understanding, awareness, and capacity-building through targeted training and resources for industry stakeholders and Indigenous Peoples.



ACTIONS

- Demonstrate leadership in Equity, Diversity and Inclusion practices by committing to identifying and implementing cultural awareness training for all staff and volunteers tailored to their unique roles and responsibilities.
- Commit to training all staff and volunteers on the Plan.
- Promote and support educational opportunities, work experience, and skills training for Indigenous workers, and encourage the next generation of talent through continued investment in outreach programs such as Mining Matters and the Indigenous Youth and Early Career Ambassador Program to expand the perspectives of Indigenous youth.
- Promote and support efforts to improve the understanding of the mineral industry by Indigenous Peoples, and vice versa. Commit to regular review and updates of PDAC resources, guidance pieces, and programming.

Pillar 3

PARTICIPATION

Contributing to inclusive, welcoming spaces and creating opportunities to empower Indigenous involvement in the mineral industry



ACTIONS

- Promote and support safe, inclusive, and culturally sensitive working environments in industry to attract and retain an Indigenous workforce.
- Ensure convention is an inclusive and safe space for Indigenous People to participate in industry by incorporating cultural elements, land acknowledgements, access to wellbeing resources, etc.
- Target increased participation of Indigenous youth, elders, women, and other under-represented groups in PDAC membership, convention, events, and volunteer bodies.
- Track and collect data on Indigenous membership, representation within the Board, staff, and strategic committees, and participation in convention exhibits, attendees, and presenters to measure performance and efficacy of actions.
- Promote and support the highest level of social performance from members engaging and partnering with Indigenous Peoples. Commit to regular review and update of the Driving Responsible Exploration (DRE) Community Engagement Guide and other relevant toolkits.



Pillar 4

ADVOCACY

Championing policies and government investments that promote economic reconciliation and the equitable participation of Indigenous Peoples in the mineral industry.



ACTIONS

- Continue to advocate for consistent and efficient policy that is predictable, supports economic reconciliation, and elevates the meaningful participation of Indigenous Peoples in industry.
- Continue to advocate for the federal government to make social, educational, and infrastructure investments that will lead to enhanced Indigenous participation in the mineral industry.
- Continue to advocate for increased federal support for development of a national framework for sharing benefits of natural resource projects that directly contributes to increased education, training and capacity development opportunities for Indigenous Peoples in Canada.
- Prioritize advocacy work by tracking industry data, as well as issues and concerns of Indigenous Peoples, to ensure the voice PDAC brings to government meshes with the realities of its members and potentially impacted communities.
- Commit to periodic reviews of the Indigenous Capacity Support Guide to provide an accessible resource for Indigenous Peoples to access available government supports for consultation capacity, economic development, and education/training.

The Path

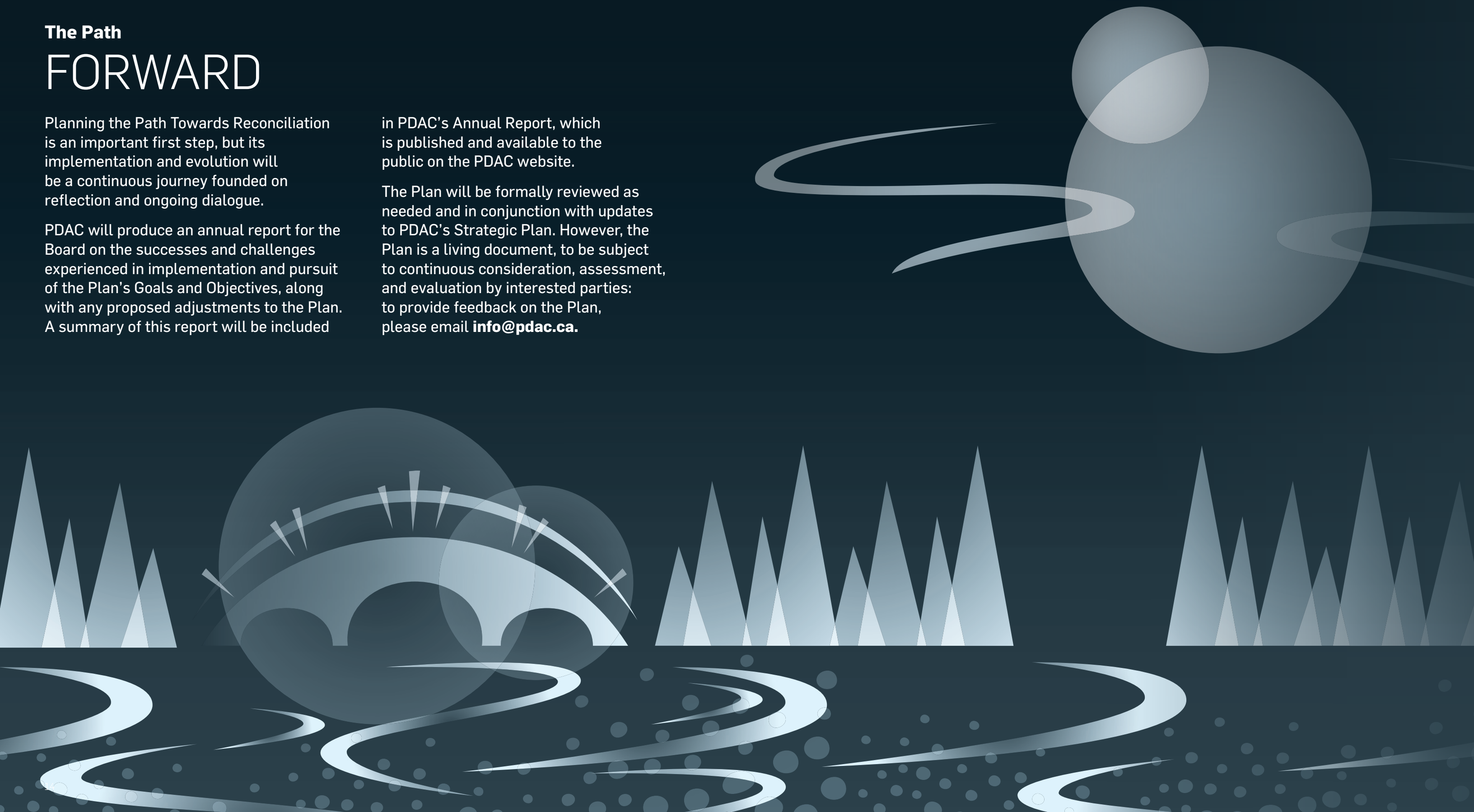
FORWARD

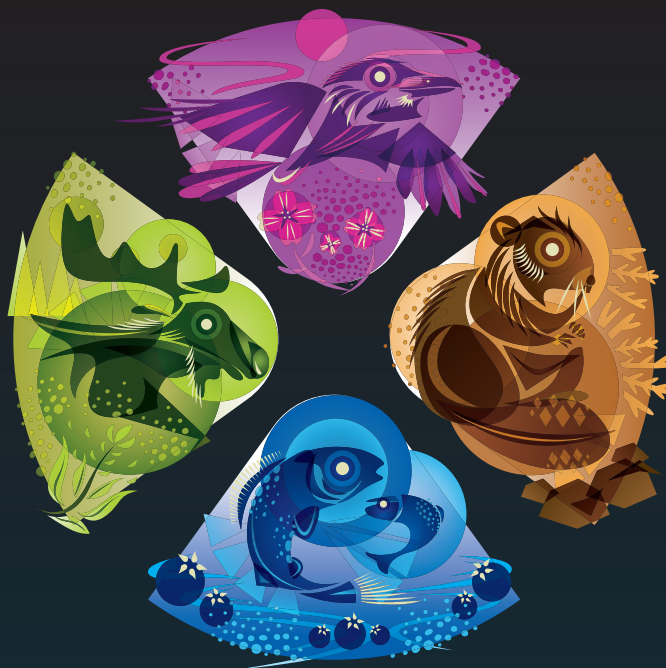
Planning the Path Towards Reconciliation is an important first step, but its implementation and evolution will be a continuous journey founded on reflection and ongoing dialogue.

PDAC will produce an annual report for the Board on the successes and challenges experienced in implementation and pursuit of the Plan's Goals and Objectives, along with any proposed adjustments to the Plan. A summary of this report will be included

in PDAC's Annual Report, which is published and available to the public on the PDAC website.

The Plan will be formally reviewed as needed and in conjunction with updates to PDAC's Strategic Plan. However, the Plan is a living document, to be subject to continuous consideration, assessment, and evaluation by interested parties: to provide feedback on the Plan, please email **info@pdac.ca**.





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