



A2N Corporate Indigenous Policy

- Documentation Date: November 2024
- Approved By: Frank Rondinone, President

Cyber Secured!

More than just a mantra - it is a call to action - and a promise from A2N that we will keep your data, your networks, and your business secured.

Our relationships are built on trust and strengthened through honesty, integrity and the overwhelming value delivered by our team of experts.

Do you want to experience 100% peace of mind? Allow A2N to play a key role in your company's networking and cybersecurity programs.



POLICY STATEMENT

Access 2 Networks Inc. (A2N) Corporate Indigenous Policy

Introduction

A2N is committed to advancing reconciliation with Indigenous Peoples in Canada while fostering a secure and inclusive digital landscape. As a cybersecurity company, we recognize the importance of building partnerships based on trust, respect, and mutual benefit, particularly with First Nations, Métis, and Inuit communities. This policy reflects our dedication to embedding reconciliation into our corporate practices and leveraging our expertise to support Indigenous inclusion and empowerment in the digital age..

Purpose

This policy outlines our approach to:

1. Supporting Indigenous reconciliation through education, collaboration, and respect.
2. Promoting Indigenous economic empowerment by creating equitable opportunities in the cybersecurity sector.
3. Protecting Indigenous digital sovereignty and ensuring inclusive cybersecurity solutions.

Our Commitment

1. Respecting Indigenous Rights and Reconciliation

- **Acknowledgment:** We acknowledge the traditional territories of Indigenous Peoples where we operate and honor their ongoing contributions to Canadian society.
- **Alignment with National Frameworks:** Our actions align with the Truth and Reconciliation Commission's Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the principles of equity and justice.
- **Education and Awareness:** We commit to fostering a culture of respect and acknowledge Indigenous history, culture, and the impact of colonial policies.

2. Indigenous Economic Empowerment

- **Procurement:** When possible, we prioritize the engagement of Indigenous-owned businesses in our procurement process, with a focus on fostering long-term partnerships.



- **Employment Opportunities:** When possible, we recruit Indigenous talent, ensuring equitable access to professional growth and leadership roles within our organization.

Governance and Accountability

- **Policy Review:** This policy will be reviewed annually to ensure it remains relevant.
- **Leadership Commitment:** Our executive leadership is enthusiastic about this policy and agrees to apply it to the corporate environment.

Contact Information

For any questions or concerns regarding this policy, please contact Frank Rondinone at 416-566-4478 or frondinone@a2n.net.

Acknowledgment

I acknowledge that I have read and understood the A2N Workplace Violence and Workplace Harassment Policy. I agree to abide by this policy and understand that violations may result in disciplinary action.

Employee Name:

Signature: Date: