



CORPORATE POLICY · JULY 2026

Socio-Economic Policy

Corporate policy on local hiring, procurement, and Indigenous participation

////// STATEMENT OF PRINCIPLE

WolfPro Engineering & Land Surveying Inc. delivers technical services across Western Canada. Every project we touch leaves an economic footprint: in the workers we hire, the suppliers we engage, and the Nations and communities whose territories we work on. This policy sets out how we intend that footprint to be a positive one.

We are rooted in the Peace Region of Northeastern British Columbia and Alberta. Our commitment to the people and places we serve is not symbolic. It shapes how we hire, how we procure, and how we partner. The principles below apply to all WolfPro projects, offices, and field operations.

////// LOCAL HIRING & WORKFORCE DEVELOPMENT

1. Hire from within the region first

Where qualified candidates are available in the communities we serve, we prioritize local hiring for field, technical, and administrative roles, supporting employment in the Peace Region and across Western Canada.

2. Invest in training and apprenticeship

We maintain apprenticeship, mentorship, and on-the-job training pathways in surveying, engineering, and the skilled trades, creating career entry points for people who live in the communities where we work.

3. Develop Indigenous workforce participation

We actively partner with Nations, training bodies, and post-secondary institutions to expand access to technical careers for Indigenous youth and adult learners, and we track Indigenous representation in our workforce over time.

4. Provide safe, fair, and inclusive employment

We maintain COR certification, pay fair wages, and uphold an inclusive workplace free of discrimination, ensuring every team member can contribute fully and safely, regardless of background.

////// LOCAL & REGIONAL PROCUREMENT

5. Source locally whenever practical

For goods, subcontractors, equipment rentals, accommodation, and services, we seek regional suppliers first, recycling project spending back into the communities hosting the work.

6. Use transparent, fair procurement

Our procurement practices are open, competitive, and based on qualifications, quality, price, and reliability, not closed relationships. Local and Indigenous businesses are invited to compete on equal footing.

7. Partner with Indigenous-owned businesses

We actively identify and engage Indigenous-owned contractors, joint ventures, and service providers on projects within their traditional territories, and we support their capacity to deliver at the scale our work requires.



8. Report our procurement footprint

On projects where clients request it, and voluntarily on major engagements, we report the percentage of project spend directed to local and Indigenous suppliers, so our partners can see the impact directly.

////// INDIGENOUS ENGAGEMENT & PARTICIPATION

9. Engage early and transparently

We initiate consultation with affected First Nations and Métis communities at the earliest practical stage of a project, before scope is set, so that traditional knowledge, land-use considerations, and community priorities can shape the work.

10. Respect Treaty rights and traditional territories

We work across the territories of Treaty 8 First Nations and Métis communities in Northeastern BC and Alberta, and beyond. We approach every engagement with the understanding that respect for Treaty rights is foundational, not conditional.

11. Share economic benefit

We structure project involvement to create meaningful economic participation for host Nations, through employment, subcontracting, partnerships, capacity-building, or revenue-sharing arrangements appropriate to each project.

12. Protect cultural and environmental values

We integrate cultural review, environmental monitoring, and land-use considerations into our technical scope, and we will adjust or decline work that cannot meet these standards.

////// GOVERNANCE & ACCOUNTABILITY

This policy is approved and reviewed annually by WolfPro leadership. It applies to all employees, subcontractors, and partners working under the WolfPro name. Feedback from clients, Nations, and community partners is welcomed and incorporated into future revisions. Questions, concerns, and suggestions may be directed to mail@wolfpro.ca or to either of our offices.

“Our work shapes the land and the communities around it. We owe both our full care.”

— WOLFPRO ENGINEERING & LAND SURVEYING INC.
