

# Together We Grow

ABORIGINAL OPPORTUNITIES AND RELATIONSHIPS

FALL 2019



Kimberly Sparvier and her children joined the Nutrien Backpack Giveaway at the WBYL Back-to-School Carnival.



Nutrien's Shane Curley helped distribute school supplies to prepare kids for the school year.

## Growing: From the Ground Up and Top Down

### Extending Our Reach ...

#### Nutrien making inclusion a priority for suppliers

In the space of a few years, the annual "Backpack Giveaway" at White Buffalo Youth Lodge (WBYL) has grown from a few hundred kids to about 2,500 in 2019.

But the event has grown in another way. This year, approximately 20 Nutrien suppliers were in attendance – providing financial support and working alongside each other and the community to provide fresh new school supplies for kids to begin their school year prepared to learn and grow.

"We've been working with our supply base, especially the non-Indigenous suppliers, to help them build their programs," says Shane Curley, Nutrien's Vice President, Strategic Procurement. "We're all in this together and we want our suppliers to follow our commitment to diversity and inclusion."

### ...And Reaching Out to Partners

Nutrien has approximately 2,000 suppliers in Saskatchewan. To help suppliers connect with Aboriginal employees and businesses (as well as community groups), Nutrien shared its Aboriginal Content Playbook – a "how-to" guide on increasing Aboriginal inclusion.

"The Playbook has been really well received," says Curley. "Our suppliers were looking for guidance on how to engage in the right way. The Playbook means they don't have to start from scratch. They're incorporating our ideas and really benefitting from it."

*To learn more about Nutrien's Aboriginal Content Playbook, download a copy at [Nutrien.com](http://Nutrien.com) or look for "Nutrien Playbook" on YouTube.*

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**Nutrien**<sup>™</sup>  
*Feeding the Future*<sup>™</sup>

## Roots in Saskatchewan

Nutrien's team includes leaders who know Saskatchewan. Whether they grew up here, went to school here or brought their expertise here, they share an understanding of the growing contributions of Aboriginal people and businesses. And they see the potential to build on those relationships in the future.

Meet some of the leaders driving diversity and inclusion across our company.



**Ken Seitz**  
*Executive Vice President and CEO, Potash*

"I grew up in Saskatchewan, went to the University of Saskatchewan, and I've worked with Aboriginal communities across the province. It gave me a chance to learn about the culture, the capacity and the potential. I'm eager to bring that experience to the potash industry."



**Mark Thompson**  
*Executive Vice President and Chief Corporate Development and Strategy Officer*

"Nutrien's purpose is to grow our world from the ground up, and we strive to have our business reflect the local communities where we operate. Having grown up in Saskatoon and recently returning with my family, I value and appreciate the importance of Nutrien's strong and trusting partnership with the Aboriginal community."



**Shane Curley**  
*Vice President, Strategic Procurement*

"Our family is making Saskatchewan our home and it's an incredible experience. Our company is making a real effort to engage in the right ways – helping the broader community through our supply chain, engaging with community partners, working with our Aboriginal partners. It's critically important for the future."

## Applied Knowledge

### Nutrien supplier uses Playbook to shape its Aboriginal strategy

Changing gears is routine for Applied Industrial Technologies. As a global maintenance, repair and operations supply partner of Nutrien's, Applied knows the ins and outs of value-added industrial distribution.

But the company has also learned about the changing nature of Saskatchewan's workforce – following Nutrien's Local Aboriginal Content Playbook to evolve its own approach to diversity and inclusion.

"We've always been an equal opportunity employer, but Nutrien helped sharpen our focus on Indigenous participation," says Colin Knourek, Applied's Global Project Manager for Nutrien. "They've been a sounding board and guide for us. The Playbook was a big help as we've implemented changes with respect to diversity and inclusion across our business."



Applied, which has roots in Saskatchewan and maintains its Canadian headquarters

in Saskatoon, has worked in the potash industry for decades and has stretched its work with Nutrien into phosphate and nitrogen operations across North America and into Trinidad.

As part of its global contract with Nutrien, Applied is committed to expanding its relationships with Aboriginal business partners and employees. It introduced in-house Aboriginal Awareness seminars, partnered with STC Industrial, participated in First Nations-specific career fairs and created scholarships at Sask Polytechnic. It's currently exploring an apprenticeship program to bring students into Applied for on-the-job experience.

"The apprenticeship program is in its infancy, but we're seeing the benefits that come from improving our inclusion practices," says Lindsey Rocks, HR Director for Applied Canada. "We're excited about the opportunity to hire smart, well-trained, hard-working Indigenous people that can have a positive impact in our business."

Significantly, Applied is also moving from student to teacher – sharing its experiences with other areas of its global operations and using its profile to bring Aboriginal inclusion to the forefront.

"We've been successful here, so we're starting to extend our program to our other operations across Canada," said Knourek. "We're looking at what we do in British Columbia, Quebec and Ontario and figuring out how to apply what we started here to other parts of Canada."





## Sharing a Vision

Innovative approach creates opportunity for Aboriginal employees



**Darlene Brander**  
CEO,  
Wanuskewin

Opening doors and providing on-the-job experience are two of the primary goals of Nutrien's Aboriginal Internship Program (AIP). And through a longstanding partnership with Wanuskewin Heritage Park, Nutrien has found a way to meet those goals and to benefit a key community partner.

As Wanuskewin works toward completion of a major expansion of space and programming, it requires more people in all areas of its operations – from kitchen and banquet help to working with the bison herd. Staffing

up requires greater human resources expertise and Nutrien, a long-time major donor to Wanuskewin, is helping to fill the gap.

Nutrien is hiring an intern into the AIP and will share the person with Wanuskewin – allowing the employee to gain half their experience working with the HR team at Nutrien's Cory mine and the other half supporting Wanuskewin.

"Creating this shared position enhances our partnership and provides much needed assistance to both businesses while supporting the career development of a young HR professional," said Aaron Fornwald, Senior Director, Business Relations, Human Resources at Nutrien.

Wanuskewin CEO Darlene Brander, who started her career in human resources, knows Wanuskewin, Nutrien and the employee will benefit greatly.

"Nutrien has long been a vital partner to Wanuskewin, having sponsored numerous events and initiatives for nearly a decade," said Brander. "We are extremely grateful for their support with an employee secondment in HR as it is imperative to Wanuskewin's growth upon reopening. The seconded employee from Nutrien will join a wonderful group of staff that work closely together as a team. We are lucky to have incredible people on staff at Wanuskewin, and we are excited to welcome our new HR position into the Wanuskewin family."

Prospective employees are going through an interview process and the new position is expected to be filled this fall.

## Learning Every Day

AIP provided mentorship, experience and networking



**Joshua Thomas**

When Joshua Thomas graduated with a Bachelor's Degree in Chemical Engineering from the University of Saskatchewan, he knew he wanted to work at Nutrien.

In 2016, Thomas participated in Nutrien's Aboriginal Internship Program (AIP). That summer experience was pivotal in his career planning.

"The best part of the internship is networking," recalls Thomas, who is now working on an eight-month internship at Nutrien's Lanigan mine.

"It allowed me to get my foot in the door at a large respectable company. Also, the sense of community in Nutrien with the other interns is strong. I learned that Nutrien is a great company to start and end a career in. There is opportunity to advance within the company and a wide variety of positions for anyone."

The AIP provides work experience in the form of internship opportunities with a focus on positions in engineering, business and information technology.

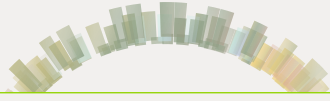
"The AIP is a great way for us to recruit the next generation of Indigenous professionals," said Lisa Mooney, Global Lead, Sustainability & Strategic Inclusion at Nutrien. "It is an opportunity for students and new graduates to learn about our company, gain valuable work experience related to their education, be involved in what we do and have access to valuable personal and professional development activities."

Thomas says his AIP experience was invaluable.

"The AIP has put me under two very knowledgeable supervisors and mentors – David Mitchell in 2016, and Mark Buchinski currently. They taught me a lot in engineering, safety, and professionalism. They're helping me become a skilled and capable engineer."

Thomas has this advice for students considering applying to Nutrien's AIP: "Work hard in school, and bridge the knowledge you learn from school and work to get the most out of the experience. If you do get an internship, show them you can work as part of a team, and that you are able to learn and apply new and old skills to any project they may give you, and you could get the chance to continue working for Nutrien."

*For information on Nutrien's Aboriginal Internship Program, contact Julie Ann Wriston at [julie.wriston@nutrien.com](mailto:julie.wriston@nutrien.com).*



# Cultivating a Strong Community

*Relationships are built on shared experiences. Nutrien is actively involved with numerous Indigenous events and community groups, giving us an opportunity to break bread, share stories and create mutual understanding.*

We've supported events including:

- Nutrien Saskatoon Community Foundation Cultural Gala (6,7)
- Second Annual Métis Cultural Days (5,8)
- Rock Your Roots: Walk for Reconciliation (2,4)
- Saskatoon Tribal Council Back-to-School Carnival (1,3)

